

SCHEDULE A

Please prepare a statement addressing the following matters:

THE ANGLICAN DIOCESE OF ROCKHAMPTON

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| 1. | The date the Diocese was established. |
| | 1893 |
| 2. | The Province in which the Diocese is located. |
| | Queensland |
| 3. | The current number of parishes in the Diocese. |
| | 20 |
| 4. | The approximate number of Church members in the Diocese. |
| | 1000 |
| 5. | The number of clergy currently licensed to officiate in the Diocese, including retired clergy with permission to officiate. |
| | 32 |
| 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). |
| | See Attachment A |
| 7. | A description of the general relationship between the Diocese and parish asset holdings. |
| | <p>Whilst all real property is held in the name of the Corporation of the Synod of the Diocese of Rockhampton, each Parish within the Diocese operates independent Bank accounts in the name of their Parish. Those accounts are managed by each Parish Council as per the Parish Canon reviewed in 2013. Each Parish is responsible for their own Budgets and investments. There is a limit on the sale/purchase of property without the consent of the Synod through Bishop in Council (BIC). Each Parish reports annually to the Diocese on their Financial status and provides audited Financial statements as part of their annual returns.</p> |

GOVERNANCE OF THE ANGLICAN DIOCESE OF ROCKHAMPTON

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| 8. | <p>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:</p> <ol style="list-style-type: none"> 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 |
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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.**

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
(16 November 2016)

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| Bishop | The Right Reverend George Arthur Hearn |
| Period of Tenure | May 1981 – March 1996 |
| Status | Ordinary (Diocesan Bishop) |
| Bishop | The Right Reverend Ronald Francis Stone |
| Period of Tenure | December 1996 – December 2003 |
| Status | Ordinary (Diocesan Bishop) |
| Bishop | The Right Reverend Godfrey Charles Fryar |
| Period of Tenure | December 2003 – December 2013 |
| Status | Ordinary (Diocesan Bishop) |
| Bishop | The Right Reverend David Alan Robinson |
| Period of Tenure | September 2014 to the present |
| Status | Ordinary (Diocesan Bishop) |

Note on “Ordinary”

... an Ecclesiastic in the exercise of the jurisdiction permanently and irremovably annexed to his office. Such jurisdiction extends over his rights of teaching, governing, adjudicating and administering the sacraments.... The Oxford Dictionary of the Christian Church, F.L. Cross (ed.), London 1958

Chancellors

The appointment of a Chancellor is by the Bishop’s fiat.

1990 - 2013 His Honour Judge. G. T Britton Q.C. DCJ

2013- present Mrs. Margo Purcell Solicitor MELG Law

Deputy Chancellor

Mrs. Margo Purcell Solicitor MELG Law appointed as deputy Chancellor 2006 - 2013

Registrar/General Manager

General Managers, with the exception of Mr. Strickland (3 years) have been appointed by the Bishop in Council and under a five-year renewable contract.

1990 — 1991 Mr. John Williams
 1991 — 2001 The Venerable Dr. Rob. Philp
 1999 May — August The Reverend Canon K.W. Raff
 1999 August — 2001 The Venerable Dr. R. Philp
 2001 — 2009 Mr. Peter Reynolds
 2009 — 2014 Mr. Gordon Strickland
 2014 — current Mr. David Rees, Acting as a temporary volunteer pro. tem.

Professional Standards Director

2004 — current Director of Professional Standards for the Diocese of Brisbane (appointed by Motion of Bishop in Council August 2004)

Professional Standards Project Officer

2015 — current Mrs. Rhylla Webb

The Professional Standards Project Officer (appointed by the Bishop in Council) acts as the primary liaison position between the Diocesan Director of Professional Standards, the Diocesan Business Manager and Bishop in Council.

Diocesan Solicitor or any person appointed to advise the Diocese on legal matters relating to child sexual abuse.

1990 — present Rees R and Sydney Jones Solicitors Rockhampton
 Swanwick, Murray & Roche Solicitors Rockhampton
 K&L Gates Solicitors Brisbane
 Ian Deardon Barrister (Now DCJ)

Diocesan Advocate, or any person appointed to represent the Diocese in disciplinary proceedings for clergy and other church workers.

Previous Advocate appointed in 1999 Mr. W. Anderseen, Solicitor. He was not reappointed on the resignation of Bishop Stone. Such matters have been reported to the Brisbane Director of Professional Standards.

Presiding members of the Professional Standards Board.

The Diocese of Rockhampton works provincially on Professional Standards matters and if, and when need arises, will refer through the Director of Professional Standards to the Brisbane Professional Standards Board.

Panel of Triers, Disciplinary Tribunal, Diocesan Tribunal or similar bodies.

The Panel of Triers is the only such body in this Diocese.

Membership of the Panel of Triers in 2016 includes The Bishop, The Venerable John Coleman, Mrs. M. Purcell, The Reverend Canon M. Donaldson, Mr. D. Rees and Mr. A Larsen.

Trustees on any Board of Trustees established to manage the real property of the Diocese

Not applicable to this Diocese. There has never been such a Board of Trustees in 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 Rockhampton.**

- a. Bishop in Council is structured according to the Bishop-in-Council Canon 1989 – 2010 (previously the "Diocesan Council Canon 1895"). Members are elected at each annual session of Synod by the Clerical and Lay Members assembled in Synod and voting by ballot. Six Clerical and six Lay Members are elected to be members of Bishop-in-Council. The Canon empowers the Bishop to make further appointments. Bishop in council is empowered under Section 13 of the Canon as follows:

“subject to any general or specific direction of Synod to do all or any of the following:

- (a) To manage and administer all the real and personal property held by the Synod or by any person or corporation in trust for the Synod.*
- (b) To purchase or otherwise acquire such real or personal property as it may think fit for the purpose of the Church or of the Diocese.*
- (c) To sell mortgage lease or otherwise deal with any real or personal property held by the Synod or any person or corporation in trust for the Synod.*
- (d) To manage and administer any funds raised or received for the purposes of the Diocese including any special grants entrusted to its disposal by the Synod or by any person.*
- (e) To prepare for presentation to each annual session of Synod a report of the proceedings of the Council during the past year together with a full account of the receipts and disbursements of all funds under the control and management of the Council duly audited by an auditor or auditors appointed at each annual session of Synod for the purpose and the account shall be printed and sent to every member of Synod at least fourteen days before its annual session.*
- (f) To prepare the business for the ensuing session of Synod and as far as practicable make known the same to every member of Synod at least fourteen days before such session and when the Synod is in session to take the conduct of any business which it has so prepared.*
- (g) And generally to take such action in all matters in which it is empowered to act by the Constitution and Canons of the Diocese*

and matters which may from time to time be referred to it by Synod as appears necessary or expedient.”

- b. Not Applicable to Rockhampton Diocese
- c. The Synod of the Diocese of Rockhampton is established under the Synod Canon 18932011 which provides that each Parish within the Diocese is to elect 3 representatives to attend Synod annually. Each representative holds the position for 3 years.
The Canon empowers the Bishop to nominate further nominees for attendance at Synod.
Synod is convened annually however the Canon does provide for the calling of special sessions of Synod in certain circumstances..
Bishop-in council reports annually to Synod and each Synod elects annually the representatives for General Synod and Provincial Synod.

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.

The responsibilities of the Deacon, Priest and Bishop are found in the exhortation and examination contained in the ordination service for each of these orders. (see **Attachments B-1; B-2 and B-3**) Deacons, Priests and Bishops are required to undertake appropriate studies in Theology (currently a Diploma in Theology or its equivalent for Deacons and a Bachelor of Theology for Priests and Bishops.)

Since 2011 the Diocese of Rockhampton has required all new clergy to study for the Advanced Diploma of Christian Ministry and Theology or some equivalent.

Those Deacons and Priests employed to chaplaincy ministries are also required to fulfil the requirements of the agency where their chaplaincy is to be undertaken. e.g. Clinical Pastoral Education for hospital and aged care chaplaincy.

Deacons and Priests are ordained and licensed by the Bishop in accordance with the Canon Concerning Holy Orders 2007. The Bishop is ordained by the Metropolitan in accordance with the Canon Concerning Holy Orders 2007 (see **Attachment C**).

Clergy are appointed to ministry in the Diocese in accordance with the Diocese of Rockhampton Parish Canon 2013.

- 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 Rockhampton Diocese has taken no steps to alter its structure or create specific entities to respond to legal claims from allegations of child sexual abuse.

THE CHURCH OF ENGLAND BOYS' SOCIETY (CEBS)

- 12. The nature of any past and/or present relationship between the Anglican Diocese of Rockhampton 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.**

CEBS was merged with GFS in the Diocese of Rockhampton in the late 1990's and has not operated within Rockhampton either as a separate entity or as part of the GFS since about 2005.

Some archived records are kept by the Diocese.

These confirm that annual reports were presented to Synod but do not disclose any governance arrangement or staffing/ administrative arrangements as contemplated in the above questions.

CEBS branches operated within Parishes and these groups were affiliated with the Diocesan, State and National CEBS bodies. It appears that there was no governance or financial link between CEBS and the Diocese of Rockhampton.

CEBS camps were held within the Diocese at Church of Christ camp at Emu Park, Barcaldine, Seeonee Park, Fairbairn Dam, Callide Dam, National Fitness Camp site in Yeppoon, Anglican Youth and Conference Centre in Yeppoon and Tanyalla Recreation and Conference Centre at Tannum Sands.

Leaders for CEBS were required to complete a Leadership Training program and operated under the guidelines set by CEBS.

- 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.**

My enquiry into records held by the Diocese indicates that there were 3 Diocesan camp sites /venues which were used by CEBS and/or the Anglican Boys' Society for camping activities within the Rockhampton

Diocese being:

- (1) Callide Valley Camp Site which is located within the Dawson Valley Parish and which closed in 1990.
- (2) The Yeppoon Youth and Conference Centre which was leased to TAFE in 1989 and no longer used as a Youth Camp; and
- (3) The Tanyalla Conference and Recreation Centre at Tannum Sands, which continues to be used for a variety of camps.

A search of the records currently in the possession of the Diocesan registry has not located any records relating to CEBS camps taking place at the venues mentioned above.

There is no evidence of any child protection policies in place prior to 2000 when the Diocese introduced Guidelines for Ministry with Children and Youth.

CHURCH AND PARA-CHURCH INSTITUTIONS

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| 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. |
| The Rockhampton Diocese operates no schools within the Diocese and to my knowledge has no such arrangements in place. |
| 15. The current legal, financial, administrative, governance and/or any other relationship between the Anglican Diocese of Rockhampton and: |
| <ol style="list-style-type: none"> a. any para-church Diocesan youth groups, such as crusaders or Youthworks b. Anglicare, or entities known as Anglicare c. Anglican schools and/or d. Any Anglican-run or affiliated children's homes |
| <ol style="list-style-type: none"> a. To my knowledge Crusaders or Youthworks have not been operated within this Diocese. <p>GFS Australia Inc. – currently has two branches in Rockhampton diocese, one children's group operates in North Rockhampton parish and one adult group in the same parish, which is mainly a fellowship and bible study group.</p> <p>GFS Australia has an obligation to comply with all Diocesan requirements with respect to the leadership and care of all members and any statutory requirements involving the care of children and youth.</p> <p>There is no governance or financial link between GFS Australia Inc., Rockhampton and the Diocese of Rockhampton but the organisation does report to Synod each year. Records show that a Youth Council operated in the Diocese between 1995 and 2008 and the Diocesan Youth Council reported to Synod annually.</p> |

- b. In the Rockhampton Diocese AnglicareCQ is a separately constituted entity registered as a public company and limited by guarantee. AnglicareCQ operates both within and external to the Rockhampton Diocese.
The Diocese of Rockhampton through its Bishop in Council appoints six directors to the Board of Anglicare annually and the Bishop must approve the appointment of the AnglicareCQ CEO. AnglicareCQ operates under its own governance, financial and administrative structures. The bishop has the right to chair all meetings of the board of directors.
- c. The Rockhampton Diocese operates no schools within the Diocese.
- d. Rockhampton Diocese operates no children's homes within the Diocese.

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

Parishes run Children's Ministry and Youth Group programmes independently of the Diocese.
The Diocese has, in the past, recommended resources for Children's Ministry and for the training of those involved in Children's and Youth Ministry.
Parishes have been required since 2000 to comply with the Diocesan Guidelines for Ministry with Children and Youth.

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.**

There is no stated Diocesan opinion on the above matters. Individual clergy would express a range of views falling broadly within the guidelines promoted by Lambeth 1998. In summary these are:

1. In view of the teaching of Scripture, upholds faithfulness in marriage between a man and a woman in lifelong union, and believes that abstinence is right for those who are not called to marriage;
2. Recognises that there are among us persons who experience themselves as having a homosexual orientation. Many of these are members of the Church and are seeking the pastoral care, moral direction of the Church, and God's transforming power for the living of their lives and the ordering of relationships. We commit ourselves to listen to the experience of homosexual persons and we wish to assure them that they are loved by God and that all baptised, believing and faithful persons, regardless of sexual orientation, are full members of the Body of Christ;
3. While rejecting homosexual practice as incompatible with Scripture, calls on all our people to minister pastorally and sensitively to all

irrespective of sexual orientation and to condemn irrational fear of homosexuals, violence within marriage and any trivialisation and commercialisation of sex;

4. Cannot advise the legitimising or blessing of same sex unions nor ordaining those involved in same gender unions;

<http://www.anglican.org.au/home/about/social-issues/Pages/homosexuality.aspx>

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.

I am not aware of significant theological differences between this Diocese and others. The Rockhampton Diocese is willing to work at a Provincial Level and in consultation with General Synod and the other Dioceses in the Province to establish a consistent Professional Standards policy. Theological differences should have no impact on the protection of children within the Anglican Church.

ORDINATION AND THEOLOGICAL TRAINING

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

We do not have a specific relationship with any of the Theological colleges in Australia although we have recommended the use of the St Marks National Theological Centre in Canberra for those preparing for ordained ministry. The Diocese has provided financial support to the Wontulp bi Buya Theological College for the training of indigenous clergy in North Queensland.

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.**

As no archival records retained in relation to this issue my response to this question with regard to the practice of my predecessors is limited to the information that I have been able to ascertain from enquiry, from the Bishop's Examining Chaplain between 1968 to 2001.

1967 to 1971 Bishop Donald Shearman

Prior to 1967 selection process encompassed interviews with the Bishop and

Examining Chaplain. The Examining Chaplain had previously worked in the Diocese of Melbourne as Chaplain to the Psychiatric institutions (Mont Park, Laurendel , Jaynefield and Royal Park) and teaching hospitals (The Royal Melbourne, The Royal Women's and Royal Children's), the selection for these positions was subject to regular supervision, which included regular psychological assessment.

The training scheme for this was called Clinical Pastoral Education (CPE) which lasted for two years and was ,except for the particularly Anglican focii, ecumenically based .The scheme originated in The United States of America and was not welcomed by all Bishops in the process of selection and ordination. I have been informed that this attitude was not shared by Bishop Shearman and the Examining Chaplain was brought into the Diocese of Rockhampton and made Examining Chaplain because of his training in this area.

1971 to 1980 Bishop John Grindrod (later Archbishop of Brisbane and Primate). I am informed that Bishop Grindrod reinstated an "English system" of selection and training from the Bishop and the examining Chaplain.

Dr. Felix Arnott had been elected to the Brisbane Diocese as Archbishop in 1970 and, with Bishop Shearman's approval, established a new scheme of examining chaplains and a committee for selection in the Diocese of Brisbane. The panel included a practising forensic psychiatrist (Dr. Neville ParkerM.D.) and Rev Canon Rob Philp (the Examining Chaplain for the Rockhampton Diocese)

Candidates for selection and ordination from Rockhampton were included in that process with the agreement of Bishop Grindrod to this arrangement when he came to Rockhampton in 1971.

Archbishop Grindrod disbanded the Brisbane scheme when elected to that See in 1980.

Rockhampton candidates were no longer a part of selection and training in Brisbane.

1981 to 1995 Bishop George Hearn

Bishop Hearn came from an educational background in Victoria and was in favour of psychological assessment of candidates. During his 15 years as Bishop the panel of examining chaplains was increased and psychological and medical assessment was part of the system. Some candidates for selection were judged unsuitable on psychological assessment.

It was during Bishop Hearn's time that the Provincial connection between St. Francis' College and the Diocese was formally severed, although candidates for training continued to be sent there.

1996 to 2003 Bishop Ron Stone

Bishop Stone increased the number of examining chaplains greatly and apart from involving them in selection reverted to the earlier scheme of interview with the Bishop and examining chaplain(s).

2004 to 2011

Candidates meet with bishop and psychological assessment arranged. Following the receipt of the psychologists report a further meeting was held with the bishop. If

the decision was made to proceed further two examining chaplains would meet with the candidate and provide a further report to the bishop. If the candidate received a positive report they would be invited to commence studies and formation for ministry. Medical Certificate and police checks would be required by the bishop at this point.

2011 to Present

Candidates meet with bishop and psychological assessment arranged. An initial interview is held with the Director of Ministry Formation and formal application is made. The candidate is required to provide a letter of recommendation from their parish priest. Following a preliminary interview with the bishop plans are made for a psychological assessment to be carried out. If the decision is made to proceed further two examining chaplains meet with the candidate and provide a further report to the bishop. If the candidate receives a positive report they are invited to commence studies and formation for ministry. Medical checks and police checks and an application for a Blue Card are required at this point.

NATIONAL APPROACHES TO PROFESSIONAL STANDARDS AND INTER-DIOCESAN COOPERATION

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| <p>21. Your Diocese's approach to adopting the Anglican Church of Australia General Synod model ordinances and policy guidelines on child protection.</p> |
| <p>The approach of the Rockhampton Diocese is, where possible, to adopt the policies and Guidelines of General Synod. The process of adoption is through approval at BIC of the relevant model policy guidelines however amendments to Canon Law must be by way of the passing of legislation approved at Synod.</p> |
| <p>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.</p> |
| <p>Table B response document attached</p> |
| <p>23. The key differences, if any, between the national model <i>Professional Standards Ordinance</i> (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.</p> |
| <p>The Diocese of Rockhampton has adopted the Professional Standards Ordinance 2004.</p> <p>The Synod of the Diocese of Rockhampton has approved the Professional standards Canon of 2004 (as amended 2008).</p> <p>A further review is proposed by the Legislation Committee for the 2016 Synod to further amend the Canon to reflect 2015 amendments by the Brisbane Diocese Professional Standards Canon to ensure a consistent approach within this province.</p> |
| <p>24. Your views on whether each diocese in Australia should:</p> <ol style="list-style-type: none"> 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 |

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| <p style="text-align: center;">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</p> <p style="text-align: center;">d. adopt any other approach for managing professional standards.</p> |
| <p>I would support either option b or c, with a preference for option c.</p> <p>The Anglican Church of Australia’s Royal Commission Working group has made a number of recommendation based upon findings of the Royal Commission in the report on redress and civil litigation (Sept 2015). Among these recommendations was a preference for a national, independent, body to handle redress claims. Such a body with one set of guidelines and a single process for the handling of historical abuse claims would appear to be able to provide better outcomes than a situation in which numerous bodies, each with their own set of guidelines, may result in differing outcomes for claimants with similar complaints.</p> <p>A national and independent body would also have the advantage of removing any appearance of influence or bias in the claim process.</p> |
| <p>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.</p> |
| <p>The Rockhampton Diocese has, since August 2004, formally appointed the Professional Standards Director (“PSD”) of the Brisbane Diocese as the PSD for the Rockhampton Diocese and has adopted a Protocol for dealing with Claims of Sexual Abuse/Sexual Harassment (Attachment D) approved by BIC in March 2015 and which is modelled on the similar Protocol in place in the Diocese of Brisbane.</p> <p>Rockhampton Diocese has in accordance with the Professional Standards Canon appointed a Professional Standards Project Officer as the point of contact with the PSD within the Diocese.</p> <p>The role of the Project Officer is that of a local contact point and referral position as contemplated in the Professional Standards Canon.</p> <p>The assessment and payment of compensation has prior to the adoption of the current Protocol been managed by the Brisbane DPS as per the previous Provincial protocol. Rockhampton Diocese has now adopted a Pastoral Care and Assistance Package (Attachment E) which establishes a consistent process for redress to claimants under the Protocol.</p> <p>Where a complaint is received in relation to a matter occurring in another Diocese the Protocol dictates that the complaint must be referred to the PSD of that Diocese. (Section 3.1)</p> |

PROFESSIONAL STANDARDS IN THE ANGLICAN DIOCESE OF ROCKHAMPTON

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.

NOTE RESPONSE TO INCLUDE CURRENT PROCESSES AND PREVIOUS PROCEDURES In providing your account please address each of the following matters:

PREVENTION

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| <p>26. Screening and assessing suitability of Bishops, clergy, lay and volunteer staff (collectively for the purpose of this Statement, Church workers), prior to:</p> <ul style="list-style-type: none"> 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. |
| <ul style="list-style-type: none"> a. Officiating as a member of the clergy Prior to ordination access pursuant to the National Register Canon and the protocol for access to and disclosure of Information Note that the Rockhampton Diocese holds no exclusion as contemplated in section 8A of the National Register Canon. b. participating in activities involving children In accordance with the Guidelines approved by the Diocese and the relevant State Legislation c. holding positions of authority in relation to the formulation of policy on professional standards matters, No Screening is required by the Rockhampton Diocese other than the requisite for clergy as per the response to a. for those persons presiding over or participating in disciplinary proceedings. d. presiding over or participating in disciplinary proceedings. No Screening is required by the Rockhampton Diocese other than the requisite for clergy as per the response to a. for those persons presiding over or participating in disciplinary proceedings. |

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| 27. Training and educating Church workers and Church members on child sexual abuse and responding to instances of child sexual abuse. |
| <p>From a review of past Risk Management strategies and actions approved by the Diocese for documenting suitability and establishing Guidelines it appears that since 2001 the need for Child Protection Training has been identified as a priority.</p> <p>With regard to implementation of training, however I am able to respond that formal training for Church workers and Church members was approved in 2013 with the first training event being held in early 2014.</p> <p>This training was reviewed in mid 2015, in light of the General Synod Safe Ministry Training Benchmarks, and a revised training program is now being implemented across the Diocese. Prior to formal training commencing people working with Children and Youth were required to abide by the Diocesan Guidelines for Working with Children and Youth introduced in 2001 and with Faithfulness in Service introduced in 2005.</p> |

DISCLOSURE AND RESPONSE

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| 28. Internal reporting processes following a disclosure of child sexual abuse. |
| <p>This process is provided for in the Protocol adopted by the Rockhampton Diocese for dealing with Claims of Sexual Abuse/Sexual Harassment (“the Protocol”)</p> <p>“A complaint may be made to the Director of Professional Standards or another person.</p> <p>The complaint may be in any form – verbal, written, email or facsimile.</p> <p>If it is verbal, the Director or other person may assist the person making the complaint – referred to as the complainant – in writing it down.</p> <p>Where a complaint is received in relation to a matter occurring in another diocese the Protocol dictates that the complaint must be referred to the PSD of that Diocese. (Section 3.1)</p> |
| 29. Reporting allegations of child sexual abuse to the police, the Ombudsman and/or any government child protection agencies, including where: |
| <p>a. a complainant does not consent to such disclosure, and/or</p> <p>b. the information was disclosed in the context of a ‘confessional’.</p> |
| <p>a. This process adopted by the Rockhampton Diocese and provided for in the Protocol imposes mandatory disclosure to the Police where a complaint contains allegations of child sexual abuse or assault.</p> <p>Section 3.2 of the Protocol provides:</p> <p><i>“If the information relates to child sexual abuse, the matter will be immediately referred to the police by the Director of Professional Standards. The matter will not be investigated further by the Diocese until the police have completed their investigations or agreed that the Diocese can investigate the matter”</i></p> <p>b. The 2015 Synod of the Rockhampton Diocese has adopted changes to the Canon Concerning Confessions passed at General Synod in 2014.</p> |

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| 30. | Notifying an alleged perpetrator of allegations against him or her |
| <p>The Protocol for dealing with Claims of Sexual Abuse/sexual Harassment provides that “under general circumstances, when a complaint is received about a Church worker (the respondent), he/she will be informed as soon as practicable, except when it is considered that providing his/her name may create an undue risk for the complainant” (Section 2.3) <i>“provided however, that where a complaint contains allegations of child sexual abuse or assault which must be reported to the police, the respondent may not be advised of the complaint or that the police have been informed. Each complaint of this type will be considered individually as to whether the respondent will be informed”</i> The process is further defined in Appendix C to the Protocol “Provision for informing persons of rights and procedures”</p> | |
| 31. | Providing pastoral care and counselling to complainants and/or alleged perpetrators following allegations of child sexual abuse |
| <p>The Protocol provides for the provision of assistance to complainants in the form of pastoral support to attempt to deal with spiritual issues and counselling to assist with psychological issues and concerns which arise. Where family members or close colleagues of the complainant are impacted the Protocol provides that support may be extended to those persons also.</p> | |

INVESTIGATION

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| 32. | Investigating allegations of child sexual abuse. |
| <p>In accordance with Protocol the Director of Professional Standards is authorised to appoint an investigator who will be given full details of the complaint. The investigator is charged with carrying out the investigation in accordance with the Canon and Protocol.</p> <p>The investigator will investigate the information and provide a report to the Director. (Section 5.2 Protocol)</p> <p>The provision of this information and the powers provided to assist the investigator to make a full assessment of the allegations and to provide a report to the Director at the conclusion of the investigation are contained in Section 5.3 of the Protocol.</p> <p>The protocol then provides that at the outcome of the investigation the report of the investigator will be taken to the Professional Standards Committee by the Director. If the Professional Standards Committee finds that the respondent does have a case to answer, the Director shall both inform the complainant and the respondent.</p> <p>If required under section 54 of the Canon, the Committee will make an appropriate reference to the Professional Standards Board Protocol Section 6.3</p> | |
| 33. | Imposing restrictions on an alleged perpetrator’s duties or involvement with the Church pending resolution of an investigation |
| <p>The Protocol for dealing with Claims of Sexual Abuse/Sexual Harassment <i>provides</i> for Stand Down and prohibition orders during the investigation and determination of the complaint.</p> <p>Licensing of incumbents and the suspension and termination of licences are dealt with also in the Professional Standards Canon and in the Parish Canon 2013.</p> | |

DISCIPLINE

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| 34. Codes of conduct or expected behaviours for Church workers. |
| <p>In Queensland the Commission for Children and Young People Act 2000 imposed requirements on all persons engaged in “regulated employment” (as defined in that legislation). In 2001 the Diocese approved and circulated Guidelines for Ministry with Children and Youth within the Church and which included a Code of Conduct for signature and return for those persons accepting standards within those Guidelines for “ethical relationships in Christian Ministry”.</p> <p>The guidelines require reaccreditation of Leaders and those working with Children every 2 years.</p> <p>The Diocese has reviewed those Guidelines.</p> <p>The code of Conduct recommended by General Synod titled “Faithfulness In Service” was adopted by the Rockhampton Diocese in August 2005.</p> <p>The 2006 Revision by General Synod of the document titled “Faithfulness In Service” was adopted by the Rockhampton Diocese in April 2008.</p> <p>The 2016 Revision of “Faithfulness in Service” is currently in use by the Rockhampton Diocese.</p> |
| 35. Conducting disciplinary proceedings in respect of Church workers against whom: |
| <p>a. allegations of child sexual abuse have been made, or</p> <p>b. allegations have been made in relation to the way a complaint of child sexual abuse has been handled.</p> |
| <p>a. The Protocol provides that where the Professional Standards Committee determines that a complaint could lead to a finding of examinable conduct under section 4.1 of the Protocol then the Committee will arrange for the matter to be investigated. (under 4.2 Protocol)</p> <p>Following investigation, the matter may then be referred to the Professional Standards Board for disciplinary action under the Professional Standards Canon.</p> <p>b. The current procedure for dealing with alleged process failure is documented in Appendix B to the Protocol</p> |
| 36. Church law offences that apply in your Diocese to matters concerning child sexual abuse and the handling of complaints of child sexual abuse. |
| <p>(1) The Professional Standards Canon 2004</p> <p>Defines “Examinable Conduct” and “Information” in Section 2(1) as below: “<i>examinable conduct</i>” means conduct wherever or whenever occurring the subject of information which, if established, might call into question:</p> <p>(a) <i>the fitness of a Church worker, whether temporarily or permanently, now or in the future to hold a particular or any office, licence or position of responsibility in the Church or to be or remain in Holy Orders or in the employment of a Church body;</i></p> <p>or</p> <p>(b) <i>whether, in the exercise of a Church worker’s ministry or employment, or in the performance of any function, the</i></p> |

Church worker should be subject to certain conditions or restrictions;

“information” means information of whatever nature and from whatever source relating to:

- (a) *alleged conduct of a Church worker wherever or whenever occurring involving sexual harassment or assault, or sexually inappropriate behaviour;*
- (b) *alleged inappropriate or unreasonable conduct or omission of a Church worker who had knowledge of conduct of another Church worker involving sexual harassment or assault, or sexually inappropriate behaviour; or*
- (c) *an alleged process failure;*

(2) The Tribunal Canon 1972

Defines “Offences” in Section 3 as set out below:

“offence” means any of the following:-

- 46. *breach of faith ritual ceremonial or discipline*
- 47. *unchastity*
- 48. *drunkenness*
- 49. *habitual or wilful neglect of ministerial duty after written admonition in respect thereof by the Bishop*
- 50. *wilful failure to pay just debts*
- 51. *conduct disgraceful in a clergyman and productive or likely to be productive of scandal or evil report*
- 52. *absent from his or her Cure Parish District or Office of any licensed Clergyman without leave in writing of the Bishop*
- 53. *wilful contravention or violation of the provisions of the Constitution Canons Rules or Regulations of the Synod.*

and

(3) Episcopal Standards Canon 2007 (Section 2)

Which defines “Examinable Conduct” and “Information” as below:

“Examinable Conduct” means any conduct or omission wherever or whenever occurring the subject of information which, if established, might call into question the fitness of a Bishop to hold office or to be or remain in Holy Orders but excludes any breach of faith, ritual, or ceremonial.

“Information” means information of whatever nature and from whatever source relating to the alleged misconduct or omission of a Bishop wherever or whenever occurring.

37. **The standard of proof applied in your Diocesan disciplinary proceedings relating to child sexual abuse matters.**

The findings of the investigator applies the standard of proof – balance of probabilities that is that based on all the available information and taking into

account the seriousness of the allegations would a reasonable person consider that the behaviour did or did not occur.

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.

My enquiry into records held by the Diocese indicates that claims for financial compensation have been managed by the Rockhampton Diocese through the Professional Standards Director of Brisbane Diocese.

Subsequent to my appointment however the Rockhampton Diocese has adopted a Pastoral Care and Assistance Package similar to the schemes adopted in other Dioceses throughout Australia for providing redress to claimants who have suffered abuse.

The PCAP Scheme in the Rockhampton Diocese is structured to provide a consistent approach to both current claims and historic claims of abuse.

RISK MANAGEMENT

39. Notifying Church members and Church workers of allegations against a particular Church member or Church worker. Where there is such a policy, the level of detail included in any such notification.

National Register obligations and Protocol Section 2.5 Disclosure of the respondent's name

It may be appropriate to publicly name the alleged respondent in certain circumstances – where allegations have been made about a specific person who may continue to have access to children *and* where it is considered necessary to protect them from that person. Information about the named person must be limited to only those who need to know. This would include children who potentially are at risk and their parents.

40. Risk managing known or alleged offenders involved in the Diocese as Church workers or Church members.

My enquiry into records held by the Diocese indicates that the General Synod Guidelines issued in December 2006 have not been adopted within this Diocese

41. Identifying any other victims of known or alleged offenders.

My enquiry into records held by the Diocese indicates that since the appointment of the PSD Brisbane and the adoption of the Provincial protocol for dealing with Abuse the Rockhampton Diocese has advertised on their website and consistently in the Anglican Gazette circulating within the Diocese of the adoption of the Protocol and providing the Contact details for the Brisbane PSD for any person wishing to seek assistance under the Protocol.

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| <p>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.</p> |
| <p>My enquiry into records held by the Diocese indicates that this Diocese not adopted specific policies with regard to the question of managing actual or perceived conflicts of interest among Church workers involved in the development of policy with regard to sexual abuse.</p> <p>The advantage to this Diocese of the arrangement which exists under the Protocol (whereby the investigation and management of allegations of abuse for this Diocese is managed through the PSD Brisbane) is the avoidance of a conflict situation.</p> <p>My understanding of the obligations on those persons providing Legal advice is that a “conflict of interest” is governed by the Legal Profession Act Qld.</p> |

INFORMATION-SHARING AND RECORD-KEEPING

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| <p>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:</p> <ul style="list-style-type: none"> 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. |
| <p>From 2004 the Diocese has dealt with Professional Standards matters on a Provincial basis referring allegations to the Director of Professional Standards located in Brisbane. Details of more recent allegations and investigations would ordinarily be held in Brisbane.</p> <ul style="list-style-type: none"> a. form of the records (for example, excel database or paper-based case files) Historic records are held in paper form. There have been efforts to establish electronic back-up where possible of more recent complaints. The size of the Diocese is such that there are relatively few recorded complaints with the majority dating back a number of years. 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. The following information is recorded: name of complainant, the nature of the allegation, name of the accused (where an allegation is made against a person) type of referral (e.g Police, Professional Standards Officer) if any, the result of any investigation and the diocesan response to the claim. Not all records are consistently recorded as there was no specified process for the recording of information in place c. maintenance and archiving of records. Records are stored in locked cabinets accessible to the Bishop and Bishop’s PA. Archival procedures are currently under review. |

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| <p>44. Information-sharing about or related to instances and allegations of child sexual abuse between your Diocese and:</p> <ol style="list-style-type: none"> 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). |
| <p>The Protocol provides the procedure for a co-operative working relationship with Law Enforcement and Child protection Authorities.</p> <p>The National Register Canon obliges the Diocese to provide information to the Registrar where there has been a complaint of Sexual Harassment or Assault, Sexually inappropriate behaviour or Child abuse or inappropriate or unreasonable conduct of another person who had knowledge of another person in relation to these matters.</p> |
| <p>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:</p> <ol style="list-style-type: none"> a. each other b. any of the institutions or bodies listed in sub-paragraphs 44 (a) to (e). |
| <p>The PSD will inform the Church authority where a complaint has been received and Information as to Allegations of abuse will be disclosed publicly pursuant to the Protocol where necessary to protect persons (Refer to previous answer with regard to the obligations under the National Register Canon)</p> |

INQUIRIES AND REVIEWS

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| <p>46. Details of any past inquiries into instances and allegations of child sexual abuse in the Diocese, including the:</p> <ol style="list-style-type: none"> 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 |
| <p>Based upon the information available I understand that the Rockhampton Diocese has been of relevance to 2 past enquiries in regard to allegations of abuse.</p> <p>(1) In 1998 the Queensland Government established the Forde Enquiry at which several residents of St Georges Homes in the Rockhampton Diocese gave evidence; and</p> <p>(2) in 2003 a Board of Enquiry into the Past Handling of Complaints of Sexual Abuse in the Anglican Church in the Diocese of Brisbane in Queensland, constituted by Mr Peter O'Callaghan and Professor Freda Briggs made reference to the conduct of Donald Shearman a Past Bishop of Rockhampton. Mr Shearman was subsequently de-robbed by a ruling of the Tribunal of the Diocese of Brisbane.</p> |
| <p>47. Details of any independent reviews of, or legal challenges to, your Diocese's professional framework or processes.</p> |
| <p>My enquiry into records held by the Diocese indicates that there have been no independent reviews of or legal challenges to the Professional standards</p> |

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| framework within this Diocese. |
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RESEARCH INTO PREVALENCE OF CHILD SEXUAL ABUSE

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| 48. Your processes and procedures, if any, in relation to recording statistical data on child sexual abuse in your Diocese. |
| My enquiry into records held by the Diocese indicates that there is limited statistical data retained. |
| 49. Your involvement in any research or study on sexual offending against children in your Diocese, and the results of any such research. |
| My enquiry into records held by the Diocese indicates that there has been no research or study of this type conducted within this Diocese. |

CHALLENGES AND REFORM

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| 50. Any dialogue you have sought or engaged in with government for changes to civil or criminal law affecting professional standards matters. |
| I have not participated or engaged in dialogue 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. |
| <p>The Diocese of Rockhampton is geographically very large, with a very small population and limited resources.</p> <p>Perhaps the greatest challenge this Diocese faces is that of meeting compliance, reporting and audit regimes to effectively maintain our obligations with regard to the management of Professional Standards.</p> <p>Implementation of some processes has been slow, however, we are currently working on an overhaul of Diocesan administration and the opportunities afforded by working more closely with other Dioceses to improve our recording and reporting performance.</p> <p>The paramount challenge for this and other Dioceses is the restoration of trust lost because of the Churches failure to protect those it is called to serve – the most vulnerable in society. Our failure to protect children, the failure and/or lack of procedures to prevent those offences from occurring and our unwillingness to hear the complaints when made stand as a sad indictment of our failure as a Church.</p> |