SUPPLEMENTARY STATEMENT OF PHILLIP JOHN ASPINALL

1. I, Phillip John Aspinall, make this statement for the purposes of the Royal Commission into Institutional Responses to Child Sexual Abuse. This statement is true and correct to the best of my knowledge and belief.

2. I have previously made a number of statements to the Royal Commission, including statements dated 13 November 2013 (in respect of case study 3 concerning Grafton); 15 October 2015 (in respect of case study 34 concerning Brisbane Schools); 22 January 2016 (in respect of a request of the Royal Commission's letter dated 2 November 2015); and 2 February 2016 (in respect of case study 36 concerning CEBS). I rely on the contents of those statements.

3. I make this further statement in response to a request of the Royal Commission by letter dated 21 October 2016. Attached to this statement is a document which addresses changes to matters addressed in my statement dated 22 January 2016. I have set out those questions contained in Schedules A and B where there are changes. In some instances, particularly in respect of historical matters and the development of policies and procedures over time, I have relied upon the assistance and input of others within the diocese to assist me in compiling these answers.

STATEMENT signed 30TH day of November 2016.

PHILLIP JOHN ASPINALL

WITNESS

YEE YEANG LIM

NAME OF WITNESS
Attachment to Supplementary Statement – Diocese of Brisbane

Changes to matters that have occurred since Statement dated 22 January 2016 on Schedules A and B

ANNEXURE A (Item number in accordance with Annexure A questions)

The Anglican Diocese of Brisbane

3. The current number of parishes in the Diocese.
   One Hundred and Thirty Two.

5. The number of clergy currently licensed to officiate in the Diocese, including retired clergy with permission to officiate
   Five Hundred and Eleven.

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)
   Copy of the Consolidated Accounts – Corporation of the Synod of the Diocese of Brisbane as at 31 December 2015 attached.

8. Names, employment status and periods of appointment of those people occupying positions in Diocese

(a) Archbishops
   Note for editing – the period of appointment for "Phillip John Aspinall" should be "2002-current", and not "2001-current".

(b) Bishops
   Bishop Godfrey Fryar appointed as Acting Assistant Bishop, with effect from 30/10/2016.

(d) Deputy Chancellors
   The period of appointment of The Honourable D Thomas as Deputy Chancellor is "12/7/2014 – present".

(j)(1) Presiding members of the Professional Standards Board

Professional Standards Board – 2016 (all members)
The Rev Canon Dr Murray Harvey
Professor Sarah C Derrington
The Ven G March
The Rev Canon R A Bundy
The Rev Canon Dr M J Free
The Rev Dr C M Thomson
Mr P Dunning, SC (Deputy President)
Mr J Fradgley
Ms A Jones

1 Document not scanned, but copy will be provided.
Attachment to Supplementary Statement – Diocese of Brisbane

Dr J Hensman
The Hon Justice D Thomas (President)
Ms A Quayle

(j)(2) Panel of Triers / Disciplinary Tribunal

*Note for editing* – There was an error in the information previously provided. The membership for the Panel of Triers in 2015 should be as follows:
The Very Rev Dr P Catt
The Rev WF Colbrahams
The Rev C Nicholson
The Rev Dr C Thomson
The Rev K C Terpstra
Mr AJ Gallimore
Mrs RC Gardiner
Mr D O’Connor

Membership in 2016
The Very Rev Dr P Catt
The Rev W F Colbrahams
The Rev C Nicholson
The Rev Dr C Thomson
The Rev K C Terpstra
Mr A J Gallimore
Mrs R C Gardiner
Mr D O’Connor

*Notation:* The Rev KC Terpstra left in August 2016 and there is now a vacancy.

(j)(3) Diocesan Tribunal or similar bodies

*Legal Committee - 2016*
The Right Rev G M Smith
The Hon Justice D A Mullins
The Hon Justice D Thomas
Prof S Derrington
Mr R Dennings
Ms M Fraser
Mr T C Reid (Chair)
Ms Anna-Britt Kjellgren

*Commissioners under the Benefices Avoidance Canon*
The Ven O Anderson
The Rev WF Colbrahams
The Rev KC Terpstra
The Rev Dr CM Thomson
Mr A Crawford
Mr A Gallimore

30 November 2016
Attachment to Supplementary Statement – Diocese of Brisbane

Notation: The Rev KC Terpstra left in August 2016 and there is now a vacancy.

Explanatory Note:
Clause 20 of the Tribunal Canon provides that the Diocesan Tribunal shall be constituted of either:
(a) the President and a Deputy President; or
(b) a Deputy President and not less than two of the clerical members of the Panel of Triers and not less than two of the lay members of the Panel of Triers.

The President is the Archbishop. The Deputy President shall be appointed by the Archbishop but the Archbishop may appoint as Deputy President only the Chancellor or the Deputy Chancellor or some other barrister or solicitor of the Supreme Court of Queensland who is a communicant Member of the Church and who is not a member of the Panel of Triers or of the Board.

(k) Trustees on any Boards or Trustees established to manage the real property of the Diocese

Membership of Diocesan Council as at 1 November 2016
The Most Reverend Dr P Aspinall (Chair)
The Right Reverend G Smith
The Right Reverend A Taylor
The Right Reverend C D Venables
The Right Reverend G Fryar
The Reverend Canon G Harch
The Reverend G Hoyte
The Reverend Dr J Inkpin
The Reverend A Lowe
The Reverend J Woolner
Dr A Dashwood
Dr R Kerr
Ms A Kjellgren
The Hon Justice D Mullins (Chancellor)
Dr T Nicholson
Mr T Reid
Mr D Sneesby

Notes for information
Mr David Sneesby was appointed to Diocesan Council from 25/2/2016.
The Reverend Dr R Bowles resigned from Diocesan Council on 26/5/2016.
The Reverend G Hoyte was appointed to Diocesan Council on 26/5/2016. His appointment is until elections to be held at Synod 2017 (to be held from 22-24 September 2017).
The Right Reverend Dr J C Holland ceased to be a member on 30/10/2016.
The Right Reverend G Fryar became a member on 30/10/2016 in his capacity as Locum Bishop for the Northern Region.
Attachment to Supplementary Statement – Diocese of Brisbane

Professional Standards in the Anglican Diocese of Brisbane - 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 matter, and/or
   d. presiding over or participating in disciplinary proceedings.

2016

In September 2016, the Diocesan Council passed the Blue Card System in Anglican Schools: Policy and Procedures2 (“Blue Card System”). The Blue Card System promotes safe and supportive service environments for children and young people under the age of 18 years attending a school or associated education and care services. It applies to all employees, volunteers and visitors to schools and associated education and care services.

The Blue Card System has three components to be applied in all ‘regulated businesses’3. They are:

1. The development and implementation of an annual Child and Youth Risk Management Strategy;
2. Working With Children Check (also known as Blue Card screening); and
3. Compliance and ongoing monitoring.

The policy addressed legislative compliance, whole of school or associated education and care services approach to risk management, employee and volunteer screening, ongoing monitoring and auditing; with a plan to manage breaches of the Policy and Procedures. A range of operational resources to assist in compliance are included in the policy document.

Each Anglican school; and Education and Care Service has reviewed their specific 2016 Child and Youth Risk Management Strategy for 2017. The 2017 strategy documents have been approved and are ready for public release in January 2017.

The Anglican Schools Commission in consultation with the Director of Professional Standards has commenced external audits of Blue Card processes within schools.

Future Plans

There are plans to introduce or amend the following policies in December 2016 or 2017:

1. Student Protection and Blue Card System Audit: Policy and Procedure – this is being developed by the Anglican Schools Commission in consultation with the Office of Professional Standards.

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2 Copy of document not scanned, but will be made available.
3 s156 Working With Children (Risk Management and Screening) Act 2000 (Qld).
Attachment to Supplementary Statement – Diocese of Brisbane

2. Student Protection in Anglican Schools: Policy and Procedures 2015⁴ - amendments to include associated early childhood education and care services; mandatory reporting⁵ and Queensland Government’s proposed changes to the Working with Children (Risk Management and Screening) Act 2000 (Qld); Queensland Government’s review of the Blue Card Services⁶ and development of school based investigation procedures.

27 Training and educating Church workers and Church members on child sexual abuse and responding to instances of child sexual abuse.

2015-2016

The Anglican Schools Commission organised a workshop ‘Child Abuse in School Settings’ in December 2015. Church workers and members (in particular those from Anglican schools) attended the workshop. The speaker at the workshop was Professor Stephen Smallbone⁷. Topics included were the components that contribute to the occurrence of an abuse, where sexual abuse occurs, who are the victims, who are the abusers, how does sexual abuse unfold, the crime occurring at the convenience of the abuser, typology of sexual abusers and situations, situational prevention principles and designing ‘child safe’ schools.

The Anglican Schools Commission provided the following training for school staff in 2016:

- Narrated powerpoint presentation on ‘Grooming’ in the school context (for all school staff).
- One day workshop: Managing and responding to child sexual abuse in the school context (for selected Student Protection Officers).
- Five one day workshops: Through the Looking Glass, a closer look at child sexual abuse and grooming (training for Student Protection Officer).
- One hour small group scenario based workshops: ‘Through the Looking Glass’ (for all school staff).
- On-line scenario based training: Safeguarding our Students (for all school staff).
- One day workshop: Building the Picture – Understanding sexualised behaviour (for Directors, Education and Care Services).
- Cyber-safety on-line training package developed and delivered for school staff and parents. This is available to all schools.

In November and December 2015⁸, a total of 30 persons attended the Child Protection Training⁹ conducted by the Office of Professional Standards. For the year 2016 (up to October 2016¹⁰), 466 persons attended the Child Protection Training. There are two additional courses to be conducted for the balance of 2016.

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⁴ ASQ.261.005.0247.
⁵ Amendments to the Child Protection Act 1999 (Qld) to include an early childhood education and care professional as a mandatory reporter (coming into effect from 1 July 2017).
⁷ Professor at Griffith Criminology Institute, Griffith University, Queensland.
⁸ Training conducted over three courses.
⁹ Diocesan training in Policy and Procedures for the protection of children – Parishes (ASQ.204.005.0289).
¹⁰ A total of 29 courses were conducted.

30 November 2016
Attachment to Supplementary Statement – Diocese of Brisbane

125 members of Clergy and Stipendiary Lay Ministers attended the Professional Ethics Training\(^{11}\) in 2016.

Future Plans

The Office of Professional Standards aims to present a policy on Mandatory Child Protection Training for approval at the December 2016 Diocesan Council meeting. If endorsed, the policy will apply to all members of the Clergy and Parish Councillors, as well as all other Church workers who have regular contact with children or who supervise Church workers who have regular contact with children. The relevant persons will be required to attend training at least once every three years, and within two months of obtaining or renewing a Blue Card or exemption notice.

\(^{11}\) Professional Ethics Training for Ordinands and Clergy and Certain Church Workers Policy (ASQ.261.005.0165).

30 November 2016
Attachment to Supplementary Statement – Diocese of Brisbane

Professional Standards in the Anglican Diocese of Brisbane – Disclosure and Response

28 Internal reporting processes following a disclosure of child sexual abuse

2015-2016

The Protocol for Dealing with Complaints of Sexual Harassment, Sexual Assault or Sexually Inappropriate Behaviour\(^{12}\) was amended in December 2015. The Protocol was amended to include the definitions for "grooming" and "child exploitation material". The definition of "information" now includes grooming or the possession, making or distribution of child exploitation material.

In addition, the definition of "sexually inappropriate behaviour" was amended to include circumstances where the respondent is in a pastoral relationship with or is in a position to exercise authority over or influence over the other person. The sexually inappropriate behaviour applies to both an adult and a child.

The Professional Standards Canon\(^ {13}\) was amended in June 2016 to include the role of the Associate Director. It provided for the appointment of an Associate Director of Professional Standards. The Associate Director may carry out any or all of the Director's powers or functions under the Canon. The functions of the Director include receiving information on behalf of the Professional Standards Committee and managing the implementation of the protocol in respect of any information.

Future Plans

There are plans to revise the Student Protection in Anglican Schools: Policy and Procedures 2015\(^ {14}\) in 2017. The proposed amendments will include associated early childhood education and care services; mandatory reporting\(^ {15}\); and development of school based investigation procedures.

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'.

There are no changes in 2016, however there are future plans in this sphere.

Future Plans

There are plans to review the Student Protection in Anglican Schools: Policy and Procedures 2015\(^ {16}\) in 2017. The amendments will include associated early childhood education and care services; mandatory reporting\(^ {17}\) and Queensland Government’s proposed changes to the Working with Children (Risk Management and Screening) Act 2000 (Qld); Queensland

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\(^{12}\) Copy of document not scanned, but will be made available.

\(^{13}\) Copy of document not scanned, but will be made available.

\(^{14}\) ASQ.261.005.0247.

\(^{15}\) Amendments to the Child Protection Act 1999 (Qld) to include an early childhood education and care professional as a mandatory reporter (coming into effect from 1 July 2017).

\(^{16}\) ASQ.261.005.0247.

\(^{17}\) Amendments to the Child Protection Act 1999 (Qld) to include an early childhood education and care professional as a mandatory reporter (coming into effect from 1 July 2017).
31 Providing pastoral care and counselling to complainants and/or alleged perpetrators following allegations of child sexual abuse

2015-2016

In October 2015, the Diocesan Council adopted a policy for the refund of school fees to parents of former students of Anglican schools where the Diocese accepts that child sexual abuse happened to that student and where the refund is requested by a parent. In November 2015, the Diocesan Council discussed the situation where the parents of the student are deceased. An amendment to the policy was approved by the Diocesan Council.

In December 2015, the Diocesan Council adopted the amended Protocol for Dealing with Complaints of Sexual Harassment, Sexual Assault or Sexually Inappropriate Behaviour. The number of counselling sessions available to a complainant was increased to ten sessions in the first instance; but in certain cases, further sessions may be offered after consultation with the practitioner. The costs are borne by the Diocese. In practice, the Diocese has offered to pay for an initial twenty counselling sessions, with further sessions offered as per consultation with the relevant practitioner and approval by the General Manager.


Where ongoing counselling for a survivor is initially assessed as necessary, payment will be made not only for that initial expert assessment, but also for ongoing counselling and psychological care for the survivor. The counselling is subject to regular review to ensure that treatment is necessary and effective. There is no fixed limit on the number of sessions or time frame for treatment for survivors, and additional counselling may be provided for family members if required for the survivor’s treatment.

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19 Refund of School Fees paid on behalf of students of Anglican Schools who were sexually abused at school. Copy of document not scanned, but will be made available.
20 Copy of document not scanned, but will be made available.
32 Investigating allegations of child sexual abuse

2015-2016

The Diocese curtails the investigation of those complaints where the allegations of child sexual abuse are against a known offender or where an investigation is unlikely to return further information and where it is accepted that abuse had occurred on the basis of feasibility. In these instances a complaint may proceed directly to redress on the basis of an assessment of feasibility. The principles were adopted by the Diocesan Council to expedite the process of some redress claims.

The Protocol for Dealing with Complaints of Sexual Harassment, Sexual Assault or Sexually Inappropriate Behaviour was amended in December 2015, but the investigation procedures remained unchanged. The Protocol was amended to include information regarding the offences of grooming and child exploitation material.

In addition, the definition of “sexually inappropriate behaviour” was amended to include circumstances where the respondent is in a pastoral relationship with or is in a position to exercise authority over or influence over the other person. The sexually inappropriate behaviour applies to both an adult and a child.

Future Plans

There are plans to review the Student Protection in Anglican Schools: Policy and Procedures 2015 in 2017. The amendments will include associated early childhood education and care services and development of school based investigation procedures.
Attachment to Supplementary Statement – Diocese of Brisbane

Professional Standards in the Anglican Diocese of Brisbane - Discipline

34 Codes of conduct or expected behaviours for Church workers

*Faithfulness in Service* was amended by the General Synod Standing Committee in February 2016\(^\text{25}\). As Brisbane Diocese had adopted the Code of Conduct in 2006 together with all revisions, there was no need to formally adopt the 2016 version.

The definition for “bullying” was substituted so that it is easier to read and interpret. Another amendment of the February 2016 version is the formatting of the definition of “child exploitation material”.

*Faithfulness in Service* was further amended by the General Synod Standing Committee in November 2016\(^\text{26}\), which changes are also implemented in Brisbane. The definition for “grooming” was amended to provide for deliberate actions with the aim of engaging and influencing an adult or a child for the purpose of sexual activity; and the grooming action is also extended to include those close to the targeted victim. The definition of “sexual abuse of a child” was amended by providing additional examples. The definition of “sexual assault” now include not only the actual action but also attempts of the actions.

Other inclusions in the November 2016 amendments are:

(a) expansion of the definition of “sexual harassment” to include unwanted advance or request; and the reasonable man test.

(b) additional information on the “characteristics and effects of child abuse”, by providing examples of grooming and how it may be carried out.

(c) inclusion of “family and domestic violence” under personal behaviour and what would constitute abuse.

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\(^{25}\) Copy of document not scanned, but will be made available.

\(^{26}\) Revised November 2016 document (*Faithfulness in Service*) is not available yet.
Attachment to Supplementary Statement – Diocese of Brisbane

Professional Standards in the Anglican Diocese of Brisbane - 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

2015-2016

In October 2015, the Diocesan Council resolved to agree to a policy for the refund of school fees to parents of former students of Anglican schools where the Diocese accepts that child sexual abuse happened to that student and where the refund is requested by a parent\(^27\). An apology is made to the parents and an opportunity for a personal apology from the Archbishop is offered.

In November 2015, the Diocesan Council affirmed its commitment to fair and reasonable redress payments to survivors of child sexual abuse within Diocesan institutions\(^28\). The Diocesan Council also supports an independent review of previously settled claims in line with the framework proposed by the Royal Commission\(^29\).

In December 2015, the Diocesan Council adopted the amended Protocol for Dealing with Complaints of Sexual Harassment, Sexual Assault or Sexually Inappropriate Behaviour\(^30\). The number of counselling sessions available to a complainant was increased to ten sessions in the first instance; but in certain cases, further sessions may be offered after consultation with the practitioner. The costs are borne by the Diocese. In practice, the Diocese has offered to pay for an initial twenty counselling sessions, with further sessions offered as per consultation with the relevant practitioner and approval by the General Manager.

In August 2016, the Diocesan Council endorsed in principle Recommendation 9 of the Redress and Civil Litigation Report, published by the Royal Commission Into Institutional Responses to Child Sexual Abuse. The Diocesan Council authorised payments for counselling and psychological care in accordance with principles that were outlined in Recommendation 9\(^31\).

Where ongoing counselling for a survivor is initially assessed as necessary, payment will be made not only for that initial expert assessment, but also for ongoing counselling and psychological care for the survivor. The counselling is subject to regular review to ensure that treatment is necessary and effective. There is no fixed limit on the number of sessions or timeframe for treatment for survivors, and additional counselling may be provided for family members if required for the survivor’s treatment\(^32\).

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\(^{27}\) Refund of School Fees paid on behalf of students of Anglican Schools who were sexually abused at school. Copy of document not scanned, but will be made available.

\(^{28}\) Document not scanned. Extract of DC Minutes on 26 November 2015 will be made available.

\(^{29}\) Recommendations 23 to 25 of the Redress and Civil Litigation Report published by the Royal Commission into Institutional Responses to Child Sexual Abuse.

\(^{30}\) Copy of document not scanned, but will be made available.

\(^{31}\) Copy of document not scanned. An extract of DC Minutes on 25 August 2016 will be made available.

Attachment to Supplementary Statement – Diocese of Brisbane

At its meeting on 27 October 2016\textsuperscript{33}, the Diocesan Council:

(a) made a formal statement and resolved to support a national redress scheme as recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse\textsuperscript{34}; and

(b) requested that the Archbishop write to the Prime Minister conveying the support and urging the government to establish a scheme in line with the recommendations of the Royal Commission.

On 4 November 2016\textsuperscript{35}, the Commonwealth Government announced its intention to establish a best practice Commonwealth Redress Scheme.

\textsuperscript{33} Copy of document not scanned. An extract of DC Minutes on 27 October 2016 will be made available.

\textsuperscript{34} Recommendation 26 of the Redress and Civil Litigation Report.

\textsuperscript{35} On 4 November 2016, the Federal Government announced its intention to establish a best practice Commonwealth Redress Scheme and invited other governments and institutions to 'opt-in' to the Commonwealth Scheme on the responsible entity pays basis recommended by the Royal Commission.
Attachment to Supplementary Statement – Diocese of Brisbane

**Professional Standards in the Anglican Diocese of Brisbane – Risk Management**

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

The *Procedures – Protecting Children and Vulnerable People in a parish where an offender or a person of concern worships* was amended in January 2016. The amendments provided for the Bishop to be briefed from the point when the Director of Professional Standards becomes aware that an offender or a person of concern wishes to worship at a particular parish through to the negotiation, signing of the agreement and annual review of the agreement. If there is a new Bishop or clergy, the Director is to notify them of any existing agreements, signed or unsigned.

The Director is to meet with the Bishop and Rector to discuss the proposed agreement and identify any particular issues to be addressed, before meeting with the offender or person of concern to inform him or her of the policy and the agreement.

The Office of Professional Standards developed a new policy for the auditing of schools in relation to child protection. The *Policy - Student Protection Audit – Anglican Schools* was approved by the Diocesan Council at its meeting in November 2016.

The policy applies to all Diocesan owned and controlled Anglican schools, and the six separately incorporated schools, but expressly excludes the Early Learning Centres. A further policy will be developed for the auditing of Early Learning Centres owned or controlled by the Diocese. It formalises the parameters for the three-yearly schools' audits, including selection of auditors, purpose of the audits, content of auditors’ reports and action required by Heads of Schools to implement the auditor’s recommendations. There is a provision for the General Manager to take appropriate action if a Head of School fails to take the required action in response to the auditor’s report, and for the Director of Professional Standards to report to Diocesan Council annually with the results of the audits.

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36 Copy of document not scanned, but will be made available.
37 Offender Agreement.
38 Policy – Protecting Children and Vulnerable People in a Parish where an Offender or person of concern worships (ASQ.204.004.0002).
39 Offender Agreement.
40 Copy of document not scanned, but will be made available.
Any dialogue you have sought or engaged in with government for changes to civil and criminal law affecting professional standards matter.

At a meeting on 26 November 2015, the Diocesan Council called for the General Manager and/or the Archbishop to again correspond with the Premier of Queensland and State Attorney General asking for the Queensland Parliament to repeal any legislation that would allow a time limitation defence to be used against children who have been sexually abused and who wished to pursue civil litigation.

Archbishop Phillip Aspinall sent a letter to the Premier of Queensland on 22 December 2015 and received a response from the Director General, Department of the Premier and Cabinet in March 2016.

In August 2016, the Queensland Government called for submission to Issues Paper: The civil litigation recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse: Redress and Civil Litigation Report – understanding the Queensland Context. The Diocese made a submission in October 2016.

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41 Copy of document not scanned. Extract will be made available.
42 Copy of document not scanned, but will be made available.
43 Letter dated 9 March 2016. Copy of document not scanned, but will be made available.
44 Copy of document not scanned, but will be made available.
45 Copy of document not scanned, but will be made available.
Attachment to Supplementary Statement – Diocese of Brisbane

ANNEXURE B (Item number in accordance with Annexure B questions)

3 General Synod Resolution 21/01: Child Protection Screening

That the General Synod requests that each diocese in States other than NSW institute or maintain a system of screening of all persons who work with children.

In September 2016, Brisbane Diocese passed the Blue Card System in Anglican Schools: Policy and Procedures ("Blue Card System"). The Blue Card System promotes safe and supportive environments for children and young people under the age of 18 years attending a school or associated education and care services. It applies to all employees, volunteers and visitors to schools and associated education and care services.

The policy addressed legislative compliance, whole of school or associated education and care services approach to risk management, employee and volunteer screening, ongoing monitoring and auditing; with a plan to manage breaches of the Policy and Procedures. A range of operational resources to assist in compliance are included in the policy document.

8 General Synod Resolution 35/04: Child Protection – 3

The General Synod recommends (a) that each diocese, parish and church organisation ... develops and implements safe ministry policies and structure.

The Protocol for Dealing with Complaints of Sexual Harassment, Sexual Assault or Sexually Inappropriate Behaviour was amended in December 2015, but the mandatory requirement for responding to and managing allegations in the Diocese remained unchanged. The Protocol was amended to include information regarding the offences of grooming and child exploitation material.

The Risk Management Plan to reduce the risk of harm to children and young people was amended in November 2015. The amendments were the result of legislative changes. The Office of Professional Standards reviewed the Plan in 2016 and will present the revised plan as Policy - Risk Management Strategy for Child and Youth Ministries. The revision aims to improve the safety and wellbeing of children; to clarify roles and responsibilities for those who work with children or manage those who work with children; provision for increased stakeholder participation; and a new procedure for audit and review. The Office of Professional Standards proposes to present the Risk Management Strategy to Diocesan Council for endorsement at its meeting in December 2016.

8 General Synod Resolution 35/04: Child Protection – 3

The General Synod Recommends (f) that each diocese adopts a system for the screening for all paid and voluntary church workers.

Brisbane Diocese endorsed the Blue Card System in Anglican Schools: Policy and Procedures ("Blue Card System") in September 2016. It applies to all employees, volunteers and visitors to schools and associated education and care services.

46 Copy of document not scanned, but will be made available.
47 Copy of document not scanned, but will be made available.
48 Copy of document not scanned, but will be made available.
49 Copy of document not scanned, but will be made available.
Attachment to Supplementary Statement – Diocese of Brisbane

The policy addressed employee and volunteer screening, ongoing monitoring and auditing; with a plan to manage breaches of the Policy and Procedures. A range of operation resources to assist in compliance are included in the policy document.

8 General Synod Resolution 35/04: Child Protection – 3

The General Synod Recommends (k) that each diocese ensures that all clergy and church workers who have direct and regular contact with children in their ministry; or who supervise any such church workers satisfactorily complete safe ministry training prior to their ordination as a deacon, employment or appointment and thereafter at regular intervals.

In November and December 201550, a total of 30 persons attended training for Child Protection Training51 conducted by the Office of Professional Standards. For the year 2016 (up to October 201652), 466 persons attended the Child Protection Training. There are two additional courses to be conducted for the balance of 2016.

Future Plans

The Office of Professional Standards aims to present a policy on Mandatory Child Protection Training for approval at the Diocesan Council meeting in December 2016. If endorsed, the policy will apply to all members of the Clergy and Parish Councillors, as well as all other Church workers who have regular contact with children or who supervise Church workers who have regular contact with children. The relevant persons will be required to attend training at least once every three years, and within two months of obtaining or renewing a Blue Card or exemption notice.

8 General Synod Resolution 35/04: Child Protection – 3

The General Synod Recommends (l) that each diocese adopts a system of pastoral support for all people in the diocese affected by abuse by clergy and church workers.

The Protocol for Dealing with Complaints of Sexual Harassment, Sexual Assault or Sexually Inappropriate Behaviour53 was amended in December 2015, but the offer of pastoral support remained unchanged. The Protocol was amended to increase the number of counselling sessions available to a complainant. It was increased to ten sessions in the first instance; but in certain cases, further sessions may be offered after consultation with the practitioner. The costs are borne by the Diocese. In practice, the Diocese has offered to pay for an initial twenty counselling sessions, with further sessions offered as per consultation with the relevant practitioner and approval by the General Manager.


50 Training conducted over three courses.
51 Diocesan training in Policy and Procedures for the protection of children – Parishes (ASQ.204.005.0289).
52 A total of 29 courses were conducted.
53 Copy of document not scanned, but will be made available.
Attachment to Supplementary Statement – Diocese of Brisbane

Where ongoing counselling for a survivor is initially assessed as necessary, payment will be made not only for that initial expert assessment, but also for ongoing counselling and psychological care for the survivor. The counselling is subject to regular review to ensure that treatment is necessary and effective. There is no fixed limit on the number of sessions or time frame for treatment for survivors, and additional counselling may be provided for family members if required for the survivor’s treatment54.

8 General Synod Resolution 35/04: Child Protection – 3

The General Synod Recommends (m) that each diocese adopts a system of pastoral support and pastoral supervision of known abusers of children or other vulnerable people within a parish or church organisation.

The Procedures – Protecting Children and Vulnerable People in a parish where an offender or a person of concern worships55 was amended in January 2016. The Bishop or any new Bishop or new clergy are provided with the relevant information about any existing agreements, signed or unsigned regarding an offender or a person of concern who worships at a parish.

8 General Synod Resolution 35/04: Child Protection – 3

The General Synod Recommends (n) that each diocese includes within the system of ministry support for its clergy, peer support, coaching, mentoring, professional supervision / consultation; and ministry review, and that clergy regularly seek out and utilise opportunities to maintain and enhance their ministry skills.

At Synod 2015 (June 2015), a draft clergy well-being framework56 was launched. The framework was based on the three pillars of Care, Grow and Renew and the principles of holistic, integrated self-care. The program Flourish was launched in 201657. Flourish58 can be accessed by all licensed clergy, retired clergy, stipendiary lay ministers, formation students, chaplains and pastoral care coordinators, paid parish staff and spouses and dependent family members living at the same residence with them. Flourish is an independently run program that provides professional, confidential and free counselling and support for the employees of the Diocese. There is also an online self-help resource59.

Offer of assistance to members of Clergy is also available where they may be ill or injured in the course of their work and the matter becomes a workers compensation matter. WorkCover Queensland has a dedicated account manager that understands the work undertaken by the Diocese.

55 Copy of document not scanned, but will be made available.
56 Document not scanned, but will be made available.
57 Brisbane Synod meeting in June 2016 – extract of Minutes. Copy of document not scanned, but will be made available.
58 Copy of pamphlet not scanned, but will be made available.
Principles for a scheme which provides pastoral care and assistance to those who have been sexually abused by clergy or church workers

The Protocol for Dealing with Complaints of Sexual Harassment, Sexual Assault or Sexually Inappropriate Behaviour was amended in December 2015. The concept of a “support person” remained the same. There was an increase to the number of counselling sessions offered.

In August 2016, the Diocesan Council endorsed in principle Recommendation 9 of the Redress and Civil Litigation Report, published by the Royal Commission Into Institutional Responses to Child Sexual Abuse. The Diocesan Council authorised payments for counselling and psychological care in accordance with principles that were outlined in Recommendation 9.

Where ongoing counselling for a survivor is initially assessed as necessary, payment will be made not only for that initial expert assessment, but also for ongoing counselling and psychological care for the survivor. The counselling is subject to regular review to ensure that treatment is necessary and effective. There is no fixed limit on the number of sessions or time frame for treatment for survivors, and additional counselling may be provided for family members if required for the survivor’s treatment.

General Synod Resolution 95/10 – Professional Standards Matters

The General Synod (b)(ii) recommends that each diocese ensure the name and contact details of clergy licensed to hear confessions in cases of child sexual abuse are readily available, including in their diocesan year book.

While information about the clergy with Archbishop’s Special Licence has been included in previous Year Books, it will be made more visible in the next edition of the Diocesan Year Book and on the Diocesan website.

General Synod Resolution 39/14 – Professional Standards Audit

That the General Synod recommends that each diocese implements a professional standards audit process.

The discussions are continuing with Nexia.

General Synod Resolution 45/14 – Being Together

General Synod recommends that each diocese adopt Being Together as the statement of expectations regarding the behaviour of members of Church communities in the diocese.


In November 2016, the Diocesan Council endorsed Being Together as the statement of expectations regarding the behaviour of members of Church communities in the Diocese.

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62 Copy of document not scanned, but will be made available.
64 Copy of document not scanned, but will be made available.
Attachment to Supplementary Statement – Diocese of Brisbane

66 Being Together: Expectations of behaviour in our church community

Same response as 65 above.
<table>
<thead>
<tr>
<th>Footnote No.</th>
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<td>1.</td>
<td>Consolidated Accounts – Corporation of the Synod of the Diocese of Brisbane as at 31 December 2015</td>
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<td>2.</td>
<td><strong>Blue Card System in Anglican Schools: Policy and Procedures</strong></td>
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<td>4.</td>
<td><strong>Student Protection in Anglican Schools: Policy and Procedures 2015</strong></td>
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<td>8.</td>
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<td>9.</td>
<td><strong>Policy and Procedures for the protection of children – Parishes</strong></td>
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<td>11.</td>
<td><strong>Professional Ethics Training for Ordinands and Clergy and Certain Church Workers Policy</strong></td>
<td>ASQ.261.005.0165</td>
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<td><strong>Protocol for Dealing with Complaints of Sexual Harassment, Sexual Assault or Sexually Inappropriate Behaviour</strong></td>
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<td>16.</td>
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<td>19.</td>
<td><strong>Refund of School Fees paid on behalf of students of Anglican Schools who were sexually abused at school</strong></td>
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<td>22.</td>
<td>Amendments in principle to PCAP</td>
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<td>41.</td>
<td>Extract of Diocesan Council Minutes on 26 November 2015</td>
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<td>42.</td>
<td>Letter from Archbishop Aspinall to Premier Palaszczuk dated 22 December 2015</td>
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<td>43.</td>
<td>Letter from Director General Stewart, Department of Premier and Cabinet to Archbishop Aspinall dated 9 March 2016</td>
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<td>44.</td>
<td>Queensland Government’s Issues Paper: The civil litigation recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse: Redress and Civil Litigation Report – understanding the Queensland Context</td>
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<td>48.</td>
<td><em>Risk Management Plan to reduce the risk of harm to children and young people</em></td>
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<td>56.</td>
<td>Draft framework to support a flourishing clergy (Synod 2015)</td>
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