Statement in Response to Request from the Royal Commission into institutional responses to child sexual abuse

Anglican Diocese of Canberra & Goulburn

This statement made by me accurately sets out the evidence that I am prepared to give to the Royal Commission into Institutional Responses to Child Sexual Abuse. The statement, including the information provided in response to Schedule A and Schedule B, is true and correct to the best of my knowledge and belief. It also contains an appendix setting out policy revisions and additions made between December 2015 and December 2016 strengthening the professional standards practice of the Diocese of Canberra and Goulburn.

[Signature]

+BStuart
Bishop, Diocese of Canberra and Goulburn

Witness: Rt Rev Dr Matt Brain
Occupation: Assistant Bishop

13 December 2016
1. The date the Diocese was established.
The Diocese of Goulburn was created by Queen Victoria using Letters Patent on 11 March 1863. The Bishop and successors were made a Corporation Sole in perpetuity. The name was changed to include Canberra by the Diocesan Titles Ordinance 1950 on 18 April 1950 thus making the Diocese of Canberra and Goulburn.

1.1 Letters Patent  
1.2 Diocesan Titles Ordinance 1950

2. The Province in which the Diocese is located.
Anglican Province of New South Wales

3. The current number of parishes in the Diocese.
The Diocese of Canberra and Goulburn has 58 Parishes.

3.1 The Governance of the Diocese Ordinance 2000 (As amended) – see Part 5

4. The approximate number of Church members in the Diocese.
The number of church members according to 2014 Parish Return Data (most recent figures) is 12,134.

5. The number of clergy currently licensed to officiate in the Diocese, including retired clergy with permission to officiate.
The numbers of licensed clergy in the Diocese of Canberra and Goulburn as at 2 November 2015 are:

Licensed Clergy: 130
Clergy with an Authority to Officiate: 103
Total clergy with a licence in the Diocese of Canberra and Goulburn: 233
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).

A high level overview of the financial position of relevant Diocesan entities, including its asset holdings, liabilities and cash reserves follows.

<table>
<thead>
<tr>
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<td>10,624</td>
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**6.1 Entity Financial Position and Cash Holdings**

(1) includes real and fixed assets property included in the name of the ACPT that is provided to other diocesan entities for their long term use
(2) From year ended 31 March 2015 audited statements
(3) From year ended 31 March 2015 audited statements
(4) All other values are from year ended 31 December 2014 unaudited statements
(5) All values are from each entity's individual audited financial statements and have not been consolidated
7. A description of the general relationship between the Diocese and parish asset holdings.
The parish is an established unit of the Anglican Diocese of Canberra and Goulburn. While the Diocese is an unincorporated body its existence is recognised in the Anglican Church of Australia Constitutions Act, 1902 and the Anglican Church of Australia Trust Property Act, 1917 of New South Wales and by the Anglican Church of Australia Trust Property Act 1928 of the ACT. Property held for the use of the Anglican Church of Australia within the Diocese is vested in the Anglican Church Property Trust, Diocese of Canberra and Goulburn, a body corporate continued in existence by the Anglican Church of Australia Trust Property Act, 1917. It was incorporated by an Act repealed by that Act. It is not incorporated under Company Law. The Property Trust is the corporate trustee for the Diocese. Property of the Diocese is held in the name of the Trust and formal contracts in writing by the Diocese or any of its parishes are entered into by the Trust as trustee for the Diocese.
GOVERNANCE OF THE ANGLICAN DIOCESE OF CANBERRA AND GOULBURN

8. 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:

a. Bishop

1. Right Reverend Owen Douglas Dowling BA; DipEd; DLitt(Hon) ThL; BTh(Hons)
   Elected: 15 November 1983
   Installed: 17 December 1983
   Retired: 01 January 1993
   Tenure in accordance with the Canberra and Goulburn Bishopric, Synod and Bishop-in-Council Ordinance 1959 (As amended).

2. Right Reverend George Victor Browning ThL; DLitt(Hon)
   Elected: 31 January 1993
   Installed: 30 May 1993
   Retired: 2 February 2008
   Tenure until 10 September 2000 was in accordance with the Canberra and Goulburn Bishopric, Synod and Bishop-in-Council Ordinance 1959 (As amended) then in accordance with Part 4, Governance of the Diocese Ordinance 2000 (As amended).

3. Right Reverend Stuart Peter Robinson OSL; ThC; BTh; DipA(Hons)
   Elected: 02 November 2008
   Installed: 31 January 2009
   Continues in office
   Tenure in accordance with Part 4, Governance of the Diocese Ordinance 2000 (As amended).

b. Assistant Bishop

1. Right Reverend Dr Ian Gordon Combe George AM; SChDtJ; ECh; LLB; MDiv; DD
   Appointed: 28 October 1989
   Resigned: 14 June 1991
   Appointed by Bishop Owen Dowling with the concurrence of Bishop-in-Council. Conditions of appointment in accordance with the Assistant Bishops Ordinance 1998 (As amended). Duties and responsibilities as required by the Diocesan Bishop.
2. Right Reverend Dr John Richard Randerson CNZM; BA; MA (Hons); STM; BD; DMin
   Appointed: 21 December 1994
   Resigned: 13 December 1999
   Appointed by Bishop George Browning with the concurrence of Bishop-in-Council.
   Conditions of appointment in accordance with the Assistant Bishops Ordinance 1998 (As amended).
   Duties and responsibilities as required by the Diocesan Bishop.

3. Right Reverend Godfrey Fryer ThL.
   Appointed: 13 December 1998
   Resigned: 13 December 2003
   Appointed by Bishop George Browning with the concurrence of Bishop-in-Council.
   Conditions of appointment in accordance with the Assistant Bishops Ordinance 1998 (As amended).
   Duties and responsibilities as required by the Diocesan Bishop.

4. Right Reverend Allan Bowers Ewing ACA; BTh(Hons)
   Appointed: 1 February 2004
   Resigned: 31 December 2009
   Appointed by Bishop George Browning with the concurrence of Bishop-in-Council.
   Conditions of appointment in accordance with the Assistant Bishops Ordinance 1998 (As amended).
   Duties and responsibilities as required by the Diocesan Bishop.

5. Right Reverend Trevor William Edwards BA; THL; BD Lond; DipA
   Appointed: 12 June 2004
   Continues in office.
   Appointed by Bishop George Browning with the concurrence of Bishop-in-Council.
   Conditions of appointment in accordance with the Assistant Bishops Ordinance 1998 (As amended).
   Duties and responsibilities as required by the Diocesan Bishop.

   Appointed: 24 March 2012
   Remains in Office.
   Appointed by Bishop Stuart Robinson with the concurrence of Bishop-in-Council.
   Conditions of appointment in accordance with the Assistant Bishops Ordinance 1998 (As amended).
   Duties and responsibilities as required by the Diocesan Bishop. Bishop Pickard is contracted to Sturt University as the CEO of the ACCC.

7. Right Reverend Genieve Mary Blackwell BA; BTh; DipA; MA Theol.
   Appointed: 31 March 2012
   Resigned: 24 June 2015
Appointed by Bishop Stuart Robinson with the concurrence of Bishop-in-Council. Conditions of appointment in accordance with the Assistant Bishops Ordinance 1998 (As amended). Duties and responsibilities as required by the Diocesan Bishop.

8. Right Reverend Ian Keese Lambert BA; BTh;
   Appointed: 31 March 2012
   Resigned: 5 July 2013
Appointed by Bishop Stuart Robinson with the concurrence of Bishop-in-Council. Conditions of appointment in accordance with the Assistant Bishops Ordinance 1998 (As amended). Duties and responsibilities as required by the Diocesan Bishop.

9. Right Reverend Dr Matthew Peter Brain BSc Pthy; BTh(Hons); D Past Theol; GAICD.
   Appointed: 13 June 2015
   Remains in Office.
Appointed by Bishop Stuart Robinson with the concurrence of Bishop-in-Council. Conditions of appointment in accordance with the Assistant Bishops Ordinance 1998 (As amended). Duties and responsibilities as required by the Diocesan Bishop.

c. Chancellor

1. Mr James Monro QC
   Appointed: 1986

2. Professor Lindsay James Curtis BSc, LLb, QC
   Appointed: 1993
   Died in Office 08 April 2000
Appointed by Bishop George Browning with the concurrence of the Bishop-in-Council. A non-stipendiary appointment.

3. Justice Richard Refshauge
   Appointed: 2 June 2000
   Continues in Office

d. No Deputy Chancellors appointed.
**e. Registrar / General Manager**

1. Mr Brian Norris JP; BA; Grad Dip LFAH; ThL.
   - Appointed: 9 May 1984
   - Resigned: 18 February 2002
   Appointed by the Bishop-in-Council under contract to the Anglican Church Property Trust Diocese of Canberra and Goulburn. Registrar's duties, authority and responsibilities are in accordance with the Diocesan Administration Ordinance (As amended).

2. Mr David Holmesby BA.
   - Appointed: 5 February 2002
   - Resigned: 14 March 2007
   Appointed by the Bishop-in-Council under contract to the Anglican Church Property Trust Diocese of Canberra and Goulburn. Registrar's duties, authority and responsibilities are in accordance with the Diocesan Administration Ordinance (As amended).

3. Ms Tracey Matthews B.Com; MBA; Grad.Dip AICD; Cert IV Workplace Training and Assessment.
   - Appointed: 14 March 2007
   - Resigned: 1 December 2010
   Appointed by the Bishop-in-Council under contract to the Anglican Church Property Trust Diocese of Canberra and Goulburn. Registrar's duties, authority and responsibilities are in accordance with the Diocesan Administration Ordinance (As amended).

4. Mr Trevor Ament BBus, MAS, FCPA
   - Appointed: 7 February 2011
   - Remains in office.
   Appointed by the Bishop-in-Council under contract to the Anglican Church Property Trust Diocese of Canberra and Goulburn. Registrar's duties, authority and responsibilities are in accordance with the Diocesan Administration Ordinance (As amended). Mr Ament is also the General Manager of Anglican Diocesan Services, an incorporated agency, governed by the Anglican Diocesan Services Ordinance 2010 (As amended).

**f. Professional Standards Director**

1. Mr Brain Norris
   - Appointed: 9 May 1984
   - Resigned: 18 February 2002
2. Mr David Holmesby
   Appointed: 5 February 2002
   Resigned: 2 April 2004

3. Mr Brian Hepworth
   Appointed: 2 April 2004
   Resigned: 12 October 2007
   Appointed by Bishop-in-Council in accordance with the Professional Standards Ordinance 2004 Part F (As amended).

4. Mr Rick Mawdsley
   Appointed: 12 October 2007
   Resigned: 10 June 2010
   Appointed by Bishop-in-Council in accordance with the Professional Standards Ordinance 2004 Part F (As amended).

5. Mrs Celia Irving
   Appointed: 10 June 2010
   Resigned: 6 February 2015
   Appointed by Bishop-in-Council in accordance with the Professional Standards Ordinance 2004 Part F (As amended).

6. Rev Peter Barnett
   Appointed: Acting PSD 6 February 2015
   Confirmed in office: 5 June 2015
   Remains in office.
   Appointed by Bishop-in-Council in accordance with the Professional Standards Ordinance 2004 Part F (As amended).

g. Chair of the Professional Standards Committee or similar body

1. The initial practice of the PSC was to have meetings called by the PSD and then rotate the Chair on a meeting-by-meeting basis
   Appointed by Bishop-in-Council in accordance with the Professional Standards Ordinance 2004 Schedule E, sE.3 (As amended).

2. Ms Rhonda Ustick
   Appointed: February 2011
   Resigned: February 2012
Appointed by Bishop-in-Council in accordance with the Professional Standards Ordinance 2004 Schedule E, sE.3 (As amended).

3. Mr Mark LeCouter
   Appointed: March 2012
   Remains in office.

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

It has not been our practice to appoint a Diocesan Solicitor to advise the Diocese on legal matters relating to child sexual abuse. From time to time legal advice is sought, but this is on a case by case situation. Our current practice is to engage with legal opinion via Safe Ministry Resources, the company from which our Professional Standards Director and services are sourced. Mr Alyn Diog and Mr Patrick Monahagn presently provide advice.

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

The Professional Standards Director, acting on advice from legal counsel, represents the Diocese in disciplinary proceedings for clergy and other Church workers.

j. Presiding members of the Professional Standards Board, Panel of Triers, Disciplinary Tribunal, Diocesan Tribunal or similar bodies, and

Elected by Synod under Discipline Ordinance

1. Rev D. J. Primmer
   Elected: 1 September 1990
   Term ends: 6 August 1993

2. Reverend R. D. Silberman
   Elected: 1 September 1990
   Term ends: 6 August 1993

3. Mr G Bartlett
   Elected: 1 September 1990
   Term ends: 10 September 1999
4. Mr R.R. Hammond  
   Elected: 1 September 1990  
   Term ends: 2 August 1996

5. Mr F. C. Keith  
   Elected: 1 September 1990  
   Term ends: 6 August 1993

6. Mrs W. V. Neilson  
   Elected: 1 September 1990  
   Term ends: 2 August 1996

7. Mr D.H. Smith  
   Elected: 1 September 1990  
   Term ends: 2 August 1996

8. Mr P. Stokes  
   Elected: 1 September 1990  
   Term ends: 6 August 1993

9. Mr R. Tabor  
   Elected: 1 September 1990  
   Term ends: 6 August 1993

10. Reverend T McKenna  
    Elected: 8 August 1993  
    Term ends: 2 August 1996

11. Reverend F. Phillips  
    Elected: 8 August 1993  
    Term ends: 13 September 2002

12. Reverend C. Place  
    Elected: 8 August 1993  
    Term ends: 10 September 1999
13. Reverend Dr C. Simon  
   Elected: 8 August 1993  
   Term ends: 10 September 1999  

14. Reverend Dr R. Limbeck  
   Elected: 8 August 1993  
   Term ends: 2 August 1996  

15. Reverend K. Batterham  
   Elected: 2 August 1996  
   Term ends: 13 September 2002  

16. Reverend J. Parkes  
   Elected: 2 August 1996  
   Term ends: 13 September 2002  

17. Reverend N. Kelley  
   Elected: 14 September 2002  
   Term ends: 4 July 2008  

18. Reverend V. Cullen  
   Elected: 14 September 2002  
   Term ends: 10 September 2005  

19. Mr D. J. Mulford  
   Elected: 14 September 2002  
   Term ends: 10 September 2005  

20. Mr R.H. Bambrick  
   Elected: 14 September 2002  
   Term ends: 4 July 2008  

21. Mr R.H. Arthur  
   Elected: 14 September 2002  
   Term ends: 10 September 2005
Appointed by Bishop-in-Council s54 Discipline Ordinance 2001 as Interim Panel.

22. Mr C. Erskine BA; LLb; SC
   Appointed: 5 April 2002
   Term ends: 2 February 2015
   Confirmed by Synod 2002 Reappointed by BiC on 4 June 2004, 8 June 2007 and 3 February 2012 for 3 years.

23. Reverend R Everett BSc; DipEd; ThL
   Appointed: 5 April 2002
   Term ends: 3 June 2007

24. Mr P. Moss B Arts; B Social Work
   Appointed: 5 April 2002
   Term ends: 2 February 2015
   Confirmed by Synod 2002 Reappointed by BiC on 4 June 2004, 8 June 2007 and 3 February 2012 for 3 years.

25. Ms J. Woodward
   Appointed: 5 April 2002
   Term ends: 3 June 2007

26. Venerable S. Macneil BA (Hons); BTh; PhD
   Appointed: 5 April 2002
   Term ends: 6 August 2004
   Confirmed by Synod 2002

27. Reverend J. Begent MMBS;
   Appointed: 5 April 2002
   Term ends: 6 August 2004
   Confirmed by Synod 2002

28. Mrs M. Wheelwright Business College Studies
   Appointed: 5 April 2002
   Term ends: 5 June 2018
   Confirmed by Synod 2002 Reappointed by BiC on 4 June 2004, 8 June 2007, 3 February 2012, 5 June 2015 and for 3 years.
29. Ms R. McKay  
   Appointed: 5 April 2002  
   Term ends: 6 August 2004  
   Confirmed by Synod 2002  

30. Dr M. Loader B.Dental Sc  
   Appointed: 5 April 2002  
   Term ends: 2 February 2015  
   Confirmed by Synod 2002  
   Reappointed by BiC on 4 June 2004, 8 June 2007 and 3 February 2012 for 3 years.  

31. Reverend J. R. Kelley TT; NSWTC; LAATD(Hons); BTh;  
    Elected: 14 September 2002  
    Term ends: 6 August 2004  

32. Dr J. Seymour  
   Appointed: 4 June 2004  
   Term ends: 3 June 2007  

33. Mr M. Blunn (Deputy President)  
    Appointed: 8 February 2008  
    Term ends: 7 February 2011  

34. Reverend Peta Thorpe BA; Dip Ed; BTh  
    Appointed 10 June 2005  
    Term ends 5 June 2018  
    Reappointed 28 February 2012 30 May 2008 and 2 February 2015  

35. Reverend Kevin Farrelly BA; BTh  
    Appointed 1 June 2005  
    Died 2014  
    Reappointed 2 February 2012  

36. Mr Neville Hurst  
    1 April 2005  
    28 February 2008
   Appointed: 10 June 2005
   Term ends: 9 June 2008
   Retired June 2008
   Reappointed 5 June 2015
   Term ends 5 June 2018

38. Dr W. Lamb
   Appointed: 10 June 2005
   Term ends: 9 June 2008

39. Mr Allan Wilson
   Appointed: 30 May 2008
   Term ends: 29 May 2011

40. Reverend C. Archer BA; Bed; DipEd; DipTH; BTh; MMin
   Appointed: 16 August 2008
   Term ends: 15 August 2011

41. Reverend Canon F. Hetherington THI; GradDip Past Counselling; MMin;
   Appointed: 16 August 2008
   Term ends: 15 August 2011

42. Very Reverend A. Sempell ChOSJ; BA; BTh (Hons); DipMin;
   Appointed: 16 August 2008
   Term ends: 15 August 2011

43. Ms L. Haywood
   Appointed: 16 August 2008
   Term ends: 15 August 2011

44. Mr B. Harrison
   Appointed: 16 August 2008
   Term ends: 15 August 2011
45. Mr A. Jupp
   Appointed: 16 August 2008
   Term ends: 15 August 2011

46. Reverend Canon P Kumasaka BA; DipMin
   Appointed: 16 August 2008
   Term ends: 15 August 2011

47. Reverend M. Clarke Cert Min; BTh
   Appointed: 16 August 2008
   Term ends: 15 August 2011

48. Mrs C. Hallinan
   Appointed: 16 August 2008
   Term ends: 15 August 2011

49. Mr William Barwick
   Appointed: 16 August 2008
   Term ends: 15 August 2011

50. Mr S. Plowman BA; LLb
    Appointed: 5 June 2015
    Term ends: 5 June 2018

51. Mr J Herring LLb; B Ec; GradDip in Legal Practice
    Appointed: 5 June 2015
    Term ends: 5 June 2018

52. Venerable Dr B. Douglas PhD; Mth; BD; BA; Dip Teaching
    Appointed: 5 June 2015
    Term ends: 5 June 2018

53. Venerable D. Ruthven MManagement; BTh; BPRM; GradDip Sports Management
    Appointed: 5 June 2015
    Term ends: 5 June 2018
54. Reverend V. Bennett BSc; DipEd; BMin; MA (Theol)
   Appointed: 5 June 2015
   Term ends: 5 June 2018

55. Ms Tania Manuel BLaws; BA (Admin); GradDip Legal Practice; CertManagement
   Appointed: 5 June 2015
   Term ends: 5 June 2018

56. Mr Drew Andison
   Appointed: 5 June 2015
   Term ends: 5 June 2018

57. Mr D. Trigger B Dental Science; B Ec; PhD
   Appointed: 5 June 2015
   Term ends: 5 June 2018

58. Ms K. Alexander
   Appointed: 10 August 2008
   Term ends: 10 August 2011

k. Trustees on any Boards of Trustees established to manage the real
property of the Diocese.

PROPERTY TRUST MEMBERS as at 2 September 1990

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<th>Position</th>
<th>Name</th>
<th>Term Expires</th>
<th>Notes</th>
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<td>Right Reverend Owen Dowling</td>
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<td>Mr G J Webster</td>
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<td>Ven A J Ireland</td>
<td>1993</td>
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<td>Rev E J Wright</td>
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<td>Mr B A Onions</td>
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<td>Mr D A Horton</td>
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<td>Mr R H Arthur</td>
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### PROPERTY TRUST MEMBERS as at 8 August 1993

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<td>Mr G J Webster</td>
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<td>Mr D A Horton</td>
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<td>Ven E. Byford</td>
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<td>Mr C Rodger</td>
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### PROPERTY TRUST MEMBERS as at 3 August 1996

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### PROPERTY TRUST MEMBERS as at 12 September 1999

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</thead>
<tbody>
<tr>
<td>Chair</td>
<td>Right Reverend George Browning</td>
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<td></td>
</tr>
<tr>
<td>Members</td>
<td>Mr L J Willett</td>
<td>2002</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr G J Webster</td>
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<td></td>
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<tr>
<td></td>
<td>Ven A Ewing</td>
<td>2002</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr K Wheelwright</td>
<td>2002</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr D A Horton</td>
<td>2005</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr R H Arthur</td>
<td>2005</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mt J Hood</td>
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</tr>
<tr>
<td>Position</td>
<td>Name</td>
<td>Term Expires</td>
<td></td>
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<tr>
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<td>Mr R H Arthur</td>
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<td>Mt J Hood</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>Mr R McMullin</td>
<td>2005</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rev Trish Stuart-Smith</td>
<td>2005</td>
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<tr>
<td></td>
<td>Mr K Wheelwright</td>
<td>2008</td>
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<tr>
<td></td>
<td>Ven A Ewing</td>
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<td></td>
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<tr>
<td></td>
<td>Rev R Miners</td>
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<tr>
<td></td>
<td>Ven K. McKie</td>
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**PROPERTY TRUST MEMBERS as at 10 September 2005**

<table>
<thead>
<tr>
<th>Position</th>
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</tr>
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<tbody>
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<td>Chair</td>
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</tr>
<tr>
<td>Members</td>
<td>Mr K Wheelwright</td>
<td>2008</td>
</tr>
<tr>
<td></td>
<td>Ven A Ewing</td>
<td>2008</td>
</tr>
<tr>
<td></td>
<td>Rev R Miners</td>
<td>2008</td>
</tr>
<tr>
<td></td>
<td>Ven K. McKie</td>
<td>2008</td>
</tr>
<tr>
<td></td>
<td>Mr D A Horton</td>
<td>2011</td>
</tr>
<tr>
<td></td>
<td>Mr R H Arthur</td>
<td>2011</td>
</tr>
<tr>
<td></td>
<td>Mr R Hammond</td>
<td>2011</td>
</tr>
<tr>
<td></td>
<td>Rev D Robinson</td>
<td>2011</td>
</tr>
<tr>
<td></td>
<td>Mr C Houen</td>
<td>2011</td>
</tr>
</tbody>
</table>

**Notes**
- Resigned
In 2011 all positions were declared vacant and members elected to conform with the amendment to the Anglican Church Property Trust Ordinance 1944 (Amendment Ordinance) 2011. The arrangements foreshadowed in this amendment were not implemented and required interim arrangements in the form of the Anglican Church Property Trust 1944 (Amendment Ordinance) 2012.

### PROPERTY TRUST MEMBERS as at 5 July 2008

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Term Expires</th>
<th>Notes</th>
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<tbody>
<tr>
<td>Chair</td>
<td>Right Reverend George Browning Ex Officio</td>
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</tr>
<tr>
<td>Members</td>
<td>Mr R H Arthur</td>
<td>2011</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr R Hammond</td>
<td>2011</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rev D Robinson</td>
<td>2011</td>
<td>Resigned</td>
</tr>
<tr>
<td></td>
<td>Mr C Houen</td>
<td>2011</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr D A Horton</td>
<td>2011</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ms F Kotvojs</td>
<td>2011</td>
<td>complete term</td>
</tr>
<tr>
<td></td>
<td>Mr R Nairn</td>
<td>2011</td>
<td>complete term</td>
</tr>
<tr>
<td></td>
<td>Right Reverend A Ewing</td>
<td>2014</td>
<td>Resigned</td>
</tr>
<tr>
<td></td>
<td>Mr K Wheelwright</td>
<td>2014</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr S Morrissey</td>
<td>2014</td>
<td></td>
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<td></td>
<td>Mr P Blessington</td>
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<td></td>
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### PROPERTY TRUST MEMBERS as at 3 September 2011

<table>
<thead>
<tr>
<th>Position</th>
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<th>Term Expires</th>
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<tbody>
<tr>
<td>Chair</td>
<td>Right Reverend Stuart Robinson Ex Officio</td>
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<td></td>
</tr>
<tr>
<td>Members</td>
<td>Ms J Brandon</td>
<td>2014</td>
<td></td>
</tr>
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<td></td>
<td>Mr R H Arthur</td>
<td>2017</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr R Hammond</td>
<td>2017</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr R Nairn</td>
<td>2017</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr K Wheelwright</td>
<td>2017</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ms F Kotvojs</td>
<td>2017</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr P Blessington</td>
<td>2014</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr S Morrissey</td>
<td>2014</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr M Francis</td>
<td>2017</td>
<td></td>
</tr>
<tr>
<td>Position</td>
<td>Name</td>
<td>Term Expires</td>
<td>Notes</td>
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</tr>
<tr>
<td>Chair</td>
<td>Right Reverend Stuart Robinson</td>
<td>Ex Officio</td>
<td></td>
</tr>
<tr>
<td>Members</td>
<td>Mr R H Arthur</td>
<td>2017</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr R Hammond</td>
<td>2017</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr S Morrissey</td>
<td>2017</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr R Bradford</td>
<td>2017</td>
<td>Resigned</td>
</tr>
<tr>
<td></td>
<td>Mr K Wheelwright</td>
<td>2020</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ms F Kotvojs</td>
<td>2020</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr R Nairn</td>
<td>2020</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr A Beal</td>
<td>2020</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Ms M Brighton</td>
<td>2017</td>
<td>Complete term</td>
</tr>
</tbody>
</table>

8.1 Bishop-in-Council Ordinance 1959
8.2 Governance of the Diocese Ordinance 2000 (As amended)
8.3 Assistant Bishops Ordinance 1998
8.4 Chancellor Canon 2001
8.5 Diocesan Administration Ordinance 1920
8.6 Anglican Diocesan Services Ordinance 2010
8.7 Discipline Ordinance 2001
8.8 Professional Standards Ordinance 2004
8.9 Professional Standards Ordinance Consolidated 2004, Amended 2013
8.10 Anglican Church Property Trust Ordinance of 1944
8.11 Anglican Church of Australia Trust Property Act 1917 No 21 (NSW)
8.12 Anglican Church of Australia Trust Property Act 1928 (ACT)
8.13 Anglican Church of Australia Constitution Act 1961
9. The current function, composition, and legal status of the:

a. Bishop-in-Council or Diocesan Council

Functions
Section 64 of the Governance of the Diocese Ordinance 2000 provides that:

Bishop-in-Council is responsible to Synod:

(a) for establishing strategies and goals for the mission and ministry of this Church in the Diocese and for the execution of those strategies and the attainment of those goals;

(b) for the nurturing and oversight, in consultation with the Bishop, of the well-being of ministry units;

(c) for the effective, efficient and economical management of the property and financial resources of the Diocese for the purposes of carrying out and sustaining the mission and ministry of this Church in the Diocese; and

(d) for the supervision of the affairs of diocesan agencies.

Bishop-in-Council is the Standing Committee of Synod and, in that capacity, exercises such of the powers and functions of the Synod as the Synod delegates to the Council by ordinance.

Composition
Section 65 of the Governance of the Diocese Ordinance 2000 provides that:

The members of Bishop-in-Council are:

(a) the Bishop;

(b) the ex officio members:
   (i) the Assistant Bishop or Bishops;
   (ii) the Dean;
   (iii) the Archdeacons;
   (iv) the Registrar;
   (v) the Chancellor;
   (vi) the Chairs of the Finance Committee;

(c) 4 clerical and 10 lay members elected by the Synod;

(d) 2 clerical and 4 lay members appointed by the Bishop; and

(e) appointed members of the Ministry Executive who are not members of Bishop-in-Council at the date of their appointment to Ministry Executive.
Legal status
Bishop-in-Council is not an incorporated body and has no independent legal identity.

b. Board of Trustees established to manage the real property of the Diocese, and
All real property acquired by, or held on trust for, a church body is vested in the Anglican Church Property Trust Diocese of Canberra and Goulburn (ACPT).

The role of the ACPT in relation to the management of property is limited to that of a 'bare' trustee with the exception of property for which the ACPT has been appointed specifically as trustee (as in the case of the Jamieson Bradbury Estate and the Ethel Forrest Estate).

The responsibility for managing property rests with the ministry units as provided by the Parochial Property Ordinance 1975.

While ultimate responsibility rests with the Synod and Bishop-in-Council, the ACPT provides oversight in relation to Diocesan property matters.

Functions
The ACPT is the legal entity competent to own property on behalf of the Diocese. It is also the holder of all funds received by the Diocese for specific purposes (including those of parishes and Diocesan organisations) by means of bequests or specific purpose gifts.

The Trust assists the mission of the Diocese as it strives to safeguard the integrity of creation and provides for the efficient and effective use of Diocesan property and resources.

The Trust has formal responsibility for the management and investment of trust funds. As at 31 December 2014 trust funds valued at $44,153,900 were held on behalf of parishes and other beneficiaries within the Diocese.

Composition
Section 2 of the Anglican Church Property Trust Ordinance 1944 provides that:

The Trust consists of:

(a) the Bishop; and
(b) eight other members elected by the Synod.

Legal status
The ACPT is constituted as a body politic and corporate by virtue of section 6 of the Anglican Church of Australia Trust Property Act 1917 (NSW).
c. Synod of the Diocese of Canberra and Goulburn.

Functions
Section 43 of the Governance of the Diocese Ordinance 2000 provides for the functions and powers of the Synod.

To make ordinances concerning the order and good government of this Church and the regulation of its affairs within the Diocese in accordance with article 2 of the constitutions of the Province.

The Synod also constitutes a forum in which the members of Synod may consult together on all matters concerning the life of this Church in the Diocese.

The Synod exercises oversight over the administration of the institutional affairs of this Church in the Diocese by requiring those responsible for the conduct of those affairs to account to the Synod when required to do so:

(a) by ordinance; or
(b) in accordance with a resolution of the Synod.

The Synod also has the power conferred by article 3(2) of the constitutions of the Province to call, by resolution, on any person holding church property to account for that property and its administration.

The term church property in subsection 43.4 means property:

(a) belonging to or held in trust for this Church in the Diocese or any part of the Diocese; or
(b) in which this Church in the Diocese or any part of the Diocese has an interest.

Composition
Section 46.3 of the Governance of the Diocese Ordinance 2000 provides that the Synod is composed of

(a) the Bishop (who shall not be able to vote in Synod)
(b) the ex officio members:

(i) Assistant Bishop or Bishops;
(ii) The Dean;
(iii) The Archdeacons;
(iv) The Registrar;
(v) The Chancellor; and
(vi) The Chairs of the Finance Committee.
(c) the clergy members who are the clergy licensed for service within the Diocese;

(d) the members who are lay persons in charge of a ministry unit;

(e) the members who are the representatives of ministry units elected in accordance with this Ordinance; and

(f) such other persons as are appointed to be members of Synod in accordance with this Ordinance.

Each parish is entitled to elect three lay members who become members of Synod under sub-section 46.3(e).

Each chaplaincy unit is entitled to elect one lay member who becomes a member of Synod under sub-section 46.3(e).

The Bishop may appoint up to ten persons who are members of a ministry unit of this Church and resident in the Diocese but are not otherwise members of the Synod who become members of Synod under sub-section 46(f).

Bishop-in-Council may appoint:

(a) a member of the governing body (however described) of a diocesan agency,

(b) a member of a diocesan agency,

(c) up to two persons who are members of a ministry unit of this Church and resident in the Diocese but are not otherwise members of the Synod for each person appointed by the Bishop under sub-section 49.1,

each of whom becomes a member of Synod under sub-section 46.3(f).

Legal Status of Synod

A national constitution for the Church of England in Australia was assented to in 1961 and state parliaments enacted the constitution by legislation. In New South Wales and the ACT the Act is cited as the Anglican Church of Australia Constitution Act 1961 (the Constitution Act).

The national constitution in force by virtue of the Constitution Act provides for the continued existence of a diocese which was in existence at the date on which the Constitution Act took effect. The Diocese of Canberra and Goulburn was in existence at the date on which the Constitution Act took effect and, consequently, continued in existence by virtue of the Constitution Act.

The constitution of each diocese makes provision for a synod and the election of the bishop. The national constitution provides that a diocesan synod may make ordinances for the order and good government of the Church within the diocese, in accordance with the powers conferred upon it by the diocesan constitution.

These provisions make Synod the ultimate governing body of the Diocese. Synod does not, however, have any independent legal identity.
<table>
<thead>
<tr>
<th>Section</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.1</td>
<td>Governance of the Diocese Ordinance 2000 (As amended)</td>
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<tr>
<td>9.2</td>
<td>Parochial Property Ordinance 1975</td>
</tr>
<tr>
<td>9.3</td>
<td>Anglican Church Property Trust Ordinance 1944 (As amended)</td>
</tr>
<tr>
<td>9.4</td>
<td>Anglican Church of Australia Trust Property Act 1917 (NSW)</td>
</tr>
<tr>
<td>9.5</td>
<td>Anglican Church of Australia Constitution Act 1961 (the Constitution Act)</td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>Responsibilities</th>
<th>Deacons</th>
<th>Priests</th>
<th>Bishops</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>To assist the priests, especially Rectors, of the parish in the work of pastoral care and delivery of the liturgical ministry of the parish.</td>
<td>To preach and teach the word of God and lead the sacramental and liturgical life of the parish.</td>
<td>To maintain the Church’s witness of Christ; to guard the church’s faith, unity and discipline; lead, care for and guide the priests and deacons in their care; choose and ordain new ministers; protect and watch over the people of God.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Theological training</th>
<th>Biblical, theological and pastoral study at a basic standard.</th>
<th>Biblical, theological and pastoral study at an advanced standard.</th>
<th>No formal requirements, an expectation of higher learning.</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Applied study and reflection on pastoral and liturgical practice.</td>
<td>Applied study and reflection on pastoral and liturgical practice.</td>
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<thead>
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<th>Qualifications</th>
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<th>BTh AdDip Ministry &amp; Theology</th>
<th>No formal requirements, an expectation of higher learning.</th>
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<tr>
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<td>Safe Ministry &amp; probity checks</td>
<td>Safe Ministry &amp; probity checks</td>
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<tr>
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<td>1. Safe Ministry Questionnaire</td>
<td>1. Safe Ministry Questionnaire</td>
<td>5. Safe Ministry Questionnaire</td>
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<tr>
<td></td>
<td>2. AFP Clearance</td>
<td>2. AFP Clearance</td>
<td>6. AFP Clearance</td>
</tr>
<tr>
<td></td>
<td>3. WWCC/WWVP</td>
<td>3. WWCC/WWVP</td>
<td>7. WWCC/WWVP</td>
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</table>
|                | Application for license Covenant with body for | Application for license Covenant with body | Application for 
|

<table>
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<th>Licensing</th>
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<th>Safe Ministry &amp; probity checks</th>
<th>Safe Ministry &amp; probity checks</th>
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</thead>
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<tr>
<td></td>
<td>1. Safe Ministry Questionnaire</td>
<td>1. Safe Ministry Questionnaire</td>
<td>5. Safe Ministry Questionnaire</td>
</tr>
<tr>
<td></td>
<td>2. AFP Clearance</td>
<td>2. AFP Clearance</td>
<td>6. AFP Clearance</td>
</tr>
<tr>
<td></td>
<td>3. WWCC/WWVP</td>
<td>3. WWCC/WWVP</td>
<td>7. WWCC/WWVP</td>
</tr>
</tbody>
</table>
|           | Application for license Covenant with body | Application for license Covenant with body | Application for 
|
Employment arrangements

| Employment arrangements | There are a range of deployment arrangements. The two usual methods are: Stipendiary as set out in the Administrative Circular. Honorary, without stipendiary remuneration, but may involve reimbursement or allowances as set out in the Administrative Circular. | The deployment of active bishops is certified as being appropriate by the Metropolitan of the Province and is based upon the stipendiary system as outlined in the Administrative Circular. |

**Variations**

In non-parish appointments the deployment of the clergy person is attached to a position description either drawn up for specific roles (e.g. school chaplain) or via expectation derived from Memoranda of Understanding signed with partnering agencies (e.g. prison chaplain).

The basic training, qualification and licensing arrangements remain the same as for parish appointments.

10.1 Ordination services from A Prayer Book for Australia
10.2 A Guide to the Process of Discernment, Selection, Training and Formation for Ordained Ministry
10.3 Due Diligence Protocol
10.4 Administrative Circular
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.

There are no entities in the Anglican Diocese of Canberra and Goulburn created to respond to legal claims arising 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 Canberra and Goulburn and any branch or State Diocesan Council of CEBS and/or the Anglican Boys’ Society, including but not limited to any:

There is evidence that there were CEBS groups operating in the Diocese of Goulburn in the 1930s that had ceased by the late 1940s, i.e. Holbrook in 1932-33 and Queanbeyan in approximately 1937.

CEBS recommenced in the Diocese of Canberra and Goulburn in 1969, when it held the first Annual Diocesan Council meeting on 3rd May and was adopted at the August 1969 Synod as an official youth organisation of the Diocese.

CEBS operated as a ‘CEBS Diocese of NSW’ for the length of its existence. There were branches at various times in Narooma, Bombala, Canberra, Temora, Tumut, Wagga, Bega, Curtin, Torrens/South Woden, Cooma, Yass, West Goulburn, Junee, Young, Greenthorpe, Koorawatha, Bribbaree, O’Connor, Quandialla.

By 1986 only two branches were operating i.e. Turvey Park and Kooringal. From the information available it is apparent that by 1990 CEBS had ceased operating in this Diocese.

| 12.2 1988 Letter discussing maintaining CEBS as a Diocesan Organisation. |

a. legal, financial, and/or administrative relationship

The legal relationship between the Anglican Diocese and CEBS arose as the Diocesan Bishop of Canberra and Goulburn sat as an ex officio Vice President of the NSW State Council (with all Diocesan Bishops of the Province of NSW): see NSW State Constitutions of 1983 and 1986, clause 5(a)(ii). The Canberra and Goulburn CEBS sat under NSW State and there was no separate ACT jurisdiction. Similarly, the President (the title varied in some years to Chairman) of the CEBS Diocese of Canberra and Goulburn was the Bishop of Canberra and Goulburn (Bishop Clements accepted Presidency at the first Annual Diocesan Council Meeting in May 1969): see Canberra & Goulburn Constitution 1981, clause 9.1.1.

CEBS was financially self-sufficient and no known financial relationship existed between it and the Diocese. CEBS leased the Chakola Campsite from Cooma Anglican Parish and paid Insurance to the Diocese for Public Liability, Fire and Contents, Burglary and Housekeeping. CEBS also had policies with the Diocese for Voluntary Workers and Public Risk. In 1983 CEBS received a grant of $1000 from the Diocesan Registrar, Frank Roberts, for work at Chakola Campsite, which is the only known record of a financial contribution from the Diocese to CEBS.

30
A relationship needed to be established between each CEBS branch and the local church, which was established through an official working agreement (see Working Agreement Application document).

CEBS also provided brief reports to our Diocesan Synod, mainly outlining activities during the previous year.

<table>
<thead>
<tr>
<th>Reference</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>12.3</td>
<td>State of New South Wales Constitution 1983</td>
</tr>
<tr>
<td>12.4</td>
<td>State of New South Wales Constitution 1986</td>
</tr>
<tr>
<td>12.5</td>
<td>Diocese of Canberra and Goulburn Constitution September 1981</td>
</tr>
<tr>
<td>12.6</td>
<td>Letters re insurance held with the Diocese</td>
</tr>
<tr>
<td>12.7</td>
<td>Evidence of Grant from the Diocese in 1983</td>
</tr>
<tr>
<td>12.8</td>
<td>Understanding and Reaching Boys – The Local Church and CEBS Brochure</td>
</tr>
<tr>
<td>12.9</td>
<td>Living and Growing with God in CEBS Brochure</td>
</tr>
<tr>
<td>12.10</td>
<td>Working Agreement Application form between the CEBS Branch and the Local Church.</td>
</tr>
</tbody>
</table>

b. governance arrangements

In each diocese CEBS had its own Council. The dioceses, in turn, were governed within the framework of the Society for the relevant state of Australia, in our case NSW.

The nature of the Australian Council of the Society is described in the Outline of the Structure of the Anglican Church of Australia document prepared by General Synod for the Royal Commission.

At the Annual General Meeting of this Diocese held on 13-14 September 1980, there was discussion concerning the Diocesan Constitution and it was agreed that the Diocese operate under State and National Constitutions with necessary by-laws relating to the Diocese. The amended Diocese of Canberra and Goulburn Constitution came into effect in 1981.

**Diocesan Organisation** (Part IV, Section 9, of the Canberra and Goulburn Constitution)

The Canberra and Goulburn Diocese had a Council of the Society, which consisted of (see Part IV of the Diocese Constitution):

- The President (Bishop of Canberra and Goulburn)
- Vice Presidents
- Chairman
- Deputy Chairman
- Diocesan Youth Officer
- Incumbent and other licensed clergy of a parish or special district of the Diocese where a registered Branch is operating.
- Three members of each registered Branch.
- Any diocesan officer elected at the previous Annual Council Meeting.
- Any diocesan officer appointed by or ratified by the Executive.

**District Organisation** (Part III, Section 7, of the Canberra and Goulburn Constitution)

Each District had a Council consisting of:

- The incumbents and other licensed clergy of the parishes or special districts of the district where registered Branches are operating
- The Governor of each Branch
- Two other assistant Leaders or Members of each Branch
- The District Commissioner and Assistant Commissioner or Commissioners
- Any officer elected at the previous Annual Meeting of the District Council.
**Branch Organisation** (Part II, Section 5, of the Canberra and Goulburn Constitution)

A Branch of the Society was to consist of members or associate members, or both, and was to be attached to a parish or special district, being formed with consent of the Incumbent and the Executive of the Society.

Branches were governed within the framework of the Constitution of the Society for the particular diocese in which the branch was located.

**Executive**

The Diocesan Executive of the Society consisted of (see Part IV, Section 10, of the Canberra and Goulburn Constitution):

- President of the Society (Bishop of Canberra and Goulburn) (ex-officio)
- Vice President
- Chairman
- Deputy Chairman
- Secretary
- Treasurer
- Publicity Officer
- Four other members
- Chief Commissioner
- Leader Training Commissioner
- Missionary Commissioner
- Two co-opted members

In each District, the District Executive consisted of (see Part III, Section 8, of the Canberra and Goulburn Constitution):

- The President (preferably clerical)
- Chairman
- Deputy Chairman
- District Commissioner
- Assistant Commissioner(s)
- Secretary
- Treasurer
- Other officers according to the needs of the District

In each Branch (see Part II, Section 6, of the Canberra and Goulburn Constitution), administration was conducted by a Committee which consists of the Incumbent (or his nominee), the leaders of the Branch, the Branch Secretary, the Branch Treasurer and other members according to the number determined by the Branch at its Annual Meeting.

The Policy of the Branch was under the direction of the Incumbent, who was to have the power to veto any decisions of the Committee. The Governor of the Branch was appointed by the Incumbent, and Assistant Leaders were appointed by the Governor with the approval of the Incumbent.
c. staffing arrangements, and

CEBS Branches were attached to parishes. Branches had to have the permission of the local Rector and all CEBS leaders had to be appointed and approved by the Rector.

The Governor of the Branch was appointed by the Incumbent (rector/priest in charge). Assistant Leaders were appointed by the Governor with the approval of the Incumbent.

The Governor and Degree/Group Leaders of each Branch were to be communicants of the Anglican Church who possessed the leader's warrant of the Society, issued under Regulation 1 of the Diocesan Constitution (see cl 6.5 of Canberra & Goulburn Constitution and Reg 1), after obtaining a National Leadership Training Certificate.

The 'Rules of Life' for the Society stated the need “to re-affirm that principle that leaders are part of a parish based ministry and as such are to be part of the worshipping congregation of the parish in which they minister”. The majority of leaders were not clergy (in 1984 there is a reference to the only active CEBS Clergy Leader in the Diocese being Reverend Bill Pryce), but at least some leaders were on parish councils. Leaders were divided into Junior Leaders (16-17 years of age), Provisional Leaders (18 years and over) and Warranted Leaders who had passed Stage 1 of the National Leadership Certificate. Qualification for the leadership warrant usually involved a weekend camp comprised of lectures and a written test, to ensure leaders were suitable.

Within CEBS the boys were divided into Knights, Esquires, Pages and Lads (within these groups thee were Senior House Captain, House Captains and Vice Captains).

12.12 Diocese of Canberra and Goulburn Constitution September 1981
12.13 Living and Growing with God in CEBS Brochure
12.14 1987 Letter reaffirming CEBS as a parish-based ministry
12.15 Memorandum re Leader Warranting in CEBS
12.16 Leader Training Correspondence Course Booklet

d. record-keeping and archiving arrangements.

Each branch of CEBS would keep a record of attendance and achievements of boys in the branch such that they could receive their awards and badges at the appropriate times. It is believed that most of these records would have been held in parishes, but it is unknown what has happened to them since. CEBS kept its own records of other proceedings, and some of these were given to the Diocese by the Diocesan Secretary, which have since been stored in Archives. The Diocese has some papers and letters dating back to 1933.

CEBS provided brief annual reports to the Canberra and Goulburn Synod.
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.

Campsites

Gatherings of CEBS in this Diocese were held at 'Camp Chakola', which the CEBS groups in the Diocese combined to maintain and operate. This was a property leased from the Anglican Parish of Cooma. CEBS paid insurance to the Diocese (Public Liability, Fire and Contents, Burglary and Housekeeping), and received a grant from the Diocese in 1983 for work at the Chakola Campsite.

The lease on Chakola Hall/Campsite began in 1978 and was terminated in 1990.

In 1969, the first CEBS rally of the Diocese of Canberra and Goulburn was held at Diocese's Campsite in Tathra from 3rd-6th October (letter from 15th July 1969). This camp site, known as Wambiri, is owned by the Diocese (under special Crown lease since 1960). Wambiri was run by St Martin's-by-the-Sea, Tathra, until 1978 when the Diocese assumed responsibility. We have no evidence of further camps at Wambiri.

Other church halls in the Diocese were occasionally used for camps or accommodation. Church halls used to accommodate CEBS camps include: Turvey Park, Junee, Temora, Goulburn, Curtin and Reid. CEBS groups are known to have camped, at: Wee Jasper, Goobarragandra, Top Naas, Urila, Numeralla, Burrinjuck Waters, Bredbo.

Visiting groups of CEBS from other Dioceses would occasionally make use of church halls in the Diocese.

13.2 Letters Re Lease of Chakola Hall, 1977-1978
13.3 Letter re termination of the lease of Chakola Hall, 1990

Child Protection Policies and Procedures Maintained by the Diocese in respect of youth attending camp venues

The senior leaders of CEBS would receive a Leaders Warrant, after training and receiving a National Leadership Training Certificate, but there is no record of any training or qualification specifically related to child protection (see Regulation 1 of the Canberra and Goulburn Constitution).

The Responsibilities of a Leader – General and Legal booklet from 1983 provides some information on general duty of care and states:
"It is also extremely unwise to find yourself in the position of being in any building or place with any one member of the branch. You must also take care that you do not place yourself in any situation that could be misconstrued."

There were no other child protection policies or procedures maintained by the Diocese in respect of camp sites.

13.4 Diocese of Canberra and Goulburn Constitution September 1981
13.5 The Responsibilities of a Leader – General & Legal

Known History of CEBS Camps (from Diocesan archives)

1986:
7-9 March – Diocesan Page Camp and Chakola
19-20 April – Leadership Training Weekend, St Paul’s Turvey Park
10-12 October – Diocesan Esquire/Knight Camp (location to be announced)
   Combined Esquire camp at Kosciusko National Park.

1985:
22-24 March – Diocesan camp – Pages and Lads
27-29 September – Esquire Camp
26-27 October – Esquire/Knight Camp – Overnight at Chakola

1984:
16-18 March – Pages Diocesan Camp Chakola
5-7 October – Esquires and Knights camp at Wee Jasper
9-11 November – Working Bee Chakola
23-25 November – Western Districts Break up Camp

1983:
25-27 February – Chakola
   Break up camp at Goobarragandra

1982:
February – Father Son Camp at Goobarragandra (Turvey Park Branch)
19-21 March – Leadership Training Weekend in Junee
26-28 March – Diocesan Camp at Chakola

1981:
6-8 February – Camping Certificate Training Weekend
22-24 May – Stage 1 Course Training weekend
18-19 July – Campcraft Training weekend
16-18 October – Camp at Temora
13-15 November – Western Districts Break up Camp
   December – Western District camp at Goobarragandra

1980:
10-12 October – Diocesan Camp Chakola
24-26 October – Diocesan Camp
   State Camp in Mudgee
1979:
10-12 August — Goulburn weekend camp
19-21 October — Diocesan Page Camp at Chakola

1978:
7-14 January — NSW State Gan Gan Camp
21-22 October — Annual Diocesan Camp at Chakola

1977:
Anzac Weekend — Camp for Esquires (from Temora and Peakhurst) at Hill End
29-30 October — Diocesan Camp and Athletics, Chakola
October long weekend — Planned camp for Temora and Peakhurst at Parkes

1976:
20-22 February — Champion House Camp, Chakola
26-28 March — Father and Son Camp, Chakola
Anzac Weekend — Father and Son Camp, Wanawong
22-23 May — District Esquire Camp, Canberra
5-6 June — Page Camp, Chakola
2-4 October — Page Diocesan Camp, Chakola
6-7 November — Esquire Diocesan Camp, Chakola

1975:
12-13 April — District Esquire Camp, Top Naas
13-16 June — Cooma Branch Camp, Chakola
4-6 October — District Page Camp, Narooma

1974:
15-17 February — Canberra Page Camp, Numeralla
Group came from Tasmania and stayed in a Church Hall in Canberra
April — Canberra Page Camp, Urila (Burra)
June — Leader Training Weekend

1973:
National Camp in Perth

1972:
12-16 January — Camp at Top Naas (see fire permit) for Curtin Branch
May — Esquire Camp for Curtin

1971:
January — National Camp in Sydney
20-21 March — Diocesan Page Camp, Tumut
27-28 November— Camp by Yass River at "Cardness", owned by Mr Wolstoncroft (see camp
fire permit) for Curtin Branch.

1970:
O'Connor branch had trip to the snow
October — Eastern Area Leaders' Training Camp, Bredbo
December — Diocesan Esquire Camp, Tumut
December — Curtin hosted 45 Tasmanian CEBS on a visit to Canberra.
December — Annual Camp at Wanawong
CHURCH AND PARA-CHURCH INSTITUTIONS

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.

All entities using the Anglican Church name or brand in this Diocese are organisations of the Diocese established by ordinance, except for three special interest groups that operate with Episcopal permission and are included in the scope of Schedule 3 of the Diocesan Finance Ordinance 2003 (As amended).

14.1 Finance and Annual Reports Ordinance 2003 (As amended)

15. The current legal, financial, administrative, governance and/or any other relationship between the Anglican Diocese of Canberra and Goulburn and:

a. Diocesan Youth Groups

Synergy Youth and Children is a Diocesan Agency governed by the Synergy Youth and Children’s Ministry Ordinance 2012 (As amended) and the Diocesan Finance and Annual Reports Ordinance 2003 (As amended).

b. Anglicare

Anglicare is a Diocesan Agency governed by the Anglicare NSW South, NSW West and ACT Incorporation Ordinance 2006 (As amended), the Anglicare Ordinance 1994 (As amended) and the Diocesan Finance and Annual Reports Ordinance 2003 (As amended).

c. Anglican Schools

Canberra Grammar School

Canberra Grammar School is governed by the Canberra Grammar Mortgaging Ordinance 1996 (As amended), Canberra Grammar School Acquisition Ordinance 1949 (As amended), Canberra Grammar School Election as a Trustee Ordinance 1980 (As amended) and the Diocesan Finance and Annual Reports Ordinance 2003 (As amended).

Canberra Girls Grammar School

Canberra Girls Grammar School is governed by the Canberra Church of England Girls Grammar School (Election as Trustee) Ordinance 1980 (As amended), Canberra Church of England Girls Grammar School (Election of New Trustee) Ordinance 1982 (As amended),

**Radford College**

Radford College is governed by the Radford College (Election of New trustee) Ordinance 1984 (As amended), Radford College Mortgaging Ordinance 1992 (As amended) and the Diocesan Finance and Annual Reports Ordinance 2003 (As amended).

**Burgmann Anglican School**

Burgmann Anglican School is a Diocesan Agency governed by the Burgmann Anglican School Incorporation Ordinance 1998 (As amended), the Burgmann Anglican School Ordinance 1998 (As amended), Diocesan Schools Ordinance 1998 (As amended), Diocesan Schools Council Ordinance 1998 (As amended), Diocesan Schools Council Incorporation Ordinance 1998 (As amended), Schools Funding Cooperation Ordinance 2003 (As amended) and the Diocesan Finance and Annual Reports Ordinance 2003 (As amended).

**The Anglican School Googong**

The Anglican School Googong is a Diocesan Agency governed by the Anglican School Googong Incorporation Ordinance 2012 (As amended), Diocesan Schools Ordinance 1998 (As amended), Diocesan Schools Council Ordinance 1998 (As amended), Diocesan Schools Council Incorporation Ordinance 1998 (As amended), Schools Funding Cooperation Ordinance 2003 (As amended) and the Diocesan Finance and Annual Reports Ordinance 2003 (As amended).

**The Riverina Anglican College**

The Riverina Anglican College is a Diocesan Agency governed by the Riverina Anglican College Incorporation Ordinance 1998 (As amended), the Riverina Anglican College Mortgaging Ordinance 1998 (As amended), the Riverina Anglican College Ordinance 1998 (As amended), Diocesan Schools Ordinance 1998 (As amended), Diocesan Schools Council Ordinance 1998 (As amended), Diocesan Schools Council Incorporation Ordinance 1998 (As amended), Diocesan Schools Council Ordinance 1998 (As amended), Diocesan Schools Council Incorporation Ordinance 1998 (As amended), Schools Funding Cooperation Ordinance 2003 (As amended) and the Diocesan Finance and Annual Reports Ordinance 2003 (As amended).

**St Peters Anglican College**

St Peters Anglican College is a Diocesan Agency governed by the St Peters Anglican College Incorporation Ordinance 2000 (As amended), St Peters Anglican College Ordinance 2000 (As amended), South Coast Anglican Schools Incorporation Ordinance 2009 (As amended), South Coast Anglican Schools Ordinance 2009 (As amended), South Coast Schools (Special Diocesan Accountability) Ordinance 2013 (As amended), Diocesan Schools Ordinance 1998 (As amended), Diocesan Schools Council Ordinance 1998 (As amended),
Sapphire Coast Anglican College

Sapphire Coast Anglican College is a Diocesan Agency governed by the Sapphire Coast Anglican College Incorporation Ordinance 2006 (As amended), Sapphire Coast Anglican College Ordinance 2006 (As amended), South Coast Anglican Schools Incorporation Ordinance 2009 (As amended), South Coast Anglican Schools Ordinance 2009 (As amended), South Coast Schools (Special Diocesan Accountability) Ordinance 2013 (As amended), Diocesan Schools Ordinance 1998 (As amended), Diocesan Schools Council Ordinance 1998 (As amended), Diocesan Schools Council Incorporation Ordinance 1998 (As amended), Schools Funding Cooperation Ordinance 2003 (As amended) and the Diocesan Finance and Annual Reports Ordinance 2003 (As amended).

d. Anglican-run or affiliated children’s homes

The Diocese no longer conducts children’s homes. Anglicare provides “Residential Out of Home Care”.

15.1 Synergy Youth and Children’s Ministry Ordinance 2012 (As amended)
15.2 Finance and Annual Reports Ordinance 2003 (As amended)
15.3 Anglicare NSW South, NSW West and ACT Incorporation Ordinance 2006 (As amended)
15.4 Anglicare Ordinance 1994 (As amended)
15.5 Canberra Grammar Mortgaging Ordinance 1996 (As amended)
15.6 Canberra Grammar School Acquisition Ordinance 1949 (As amended)
15.7 Canberra Grammar School Election as a Trustee Ordinance 1980 (As amended)
15.8 Canberra Church of England Girls Grammar School (Election as Trustee) Ordinance 1980 (As amended)
15.9 Canberra Church of England Girls Grammar School (Election of New Trustee) Ordinance 1982 (As amended)
15.10 Canberra Girl’s Grammar Mortgaging Ordinance 1996 (As amended)
15.11 Church of England Girl’s Grammar School Acquisition Ordinance 1957 (As amended)
15.12 Radford College (Election of New Trustee) Ordinance 1984 (As amended)
15.13 Radford College Mortgaging Ordinance 1992 (As amended)
15.14 Burgmann Anglican School Incorporation Ordinance 1998 (As amended)
15.15 Burgmann Anglican School Ordinance 1998 (As amended)
15.16 Diocesan Schools Ordinance 1998 (As amended)
15.17 Diocesan Schools Council Ordinance 1998 (As amended)
15.18 Diocesan Schools Council Incorporation Ordinance 1998 (As amended)
15.19 Schools Funding Cooperation Ordinance 2003 (As amended)
15.20 Anglican School Googong Incorporation Ordinance 2012 (As amended)
15.21 The Riverina Anglican College Ordinance 1998 (As amended)
15.22 The Riverina Anglican College Mortgaging Ordinance 1998 (As amended)
15.23 The Riverina Anglican College Ordinance 1998 (As amended)
15.24 St Peters Anglican College Incorporation Ordinance 2000 (As amended)
15.25 St Peters Anglican College Ordinance 2000 (As amended)
15.26 South Coast Anglican Schools Incorporation Ordinance 2009 (As amended)
15.27 South Coast Anglican Schools Ordinance 2009 (As amended)
15.28 South Coast Schools (Special Diocesan Accountability) Ordinance 2013 (As amended)
16. Please describe generally the relationship between the Diocese and parish run youth groups

Parish run youth groups are initiated, managed and operated at the parish level. They are reported to the Diocese through the mechanism of the Parish Return and are bound to adhere to diocesan safe ministry training, screening and due diligence protocols.
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.

The theological views and practices of this Diocese in relation to the marriage of clergy, celibacy and homosexuality are formed and constrained by four sources:

3. The 39 Articles—particularly Article XXXII; and

The diocesan Code of Good Practice makes it clear that with regard to sexual activity church workers will:

1. Be faithful in marriage (S2.2);
2. Be characterised by faithfulness and integrity (S2.3); and
3. Be circumspect when offering pastoral ministry with those with whom they have a close personal friendship, or with family or those with a dependent relationship (G5.4).

It is undeniable that there are a diversity of opinions held by individuals within the Diocese about the nature and appropriateness of homosexuality. However it is my consistent view that the formularies cited above give a full and adequate account of the theology and consequent practices regarding homosexual activity.

17.1 Book of Common Prayer 1662
17.2 An Australian Prayer Book (1978)
17.3 A Prayer Book for Australia (1995)
17.4 A Prayer Book for Australia (1995) Article XXXII
17.5 Lambeth 1998—Resolution 1.10
17.6 Anglican Diocese of Canberra and Goulburn—Code of Good Practice 2006
17.7 Bishop Stuart Robinson Pastoral Letter Concerning Marriage Equality/The Redefinition of Marriage
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.

It is my understanding that there are no theological differences between dioceses relating to the protection of children in the Anglican Church. That there is significant cooperation between my and the other Australian Dioceses underlines this understanding. It is my understanding that the theological differences between dioceses are not such as to effect the protection of children in the Anglican Church. That there is significant cooperation between my and the other Australian Dioceses to ensure that child protection training is undertaken, a National Register of known sex offenders is kept and collaboration in matters of discipline underlines this understanding.
ORDINATION AND THEOLOGICAL TRAINING

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

The St Mark's National Theological Centre is an unincorporated entity of the Diocese governed by the St Mark's National Theological Centre Ordinance 1989 (As amended). No formal arrangements exist between the Diocese and any other theological colleges outside of those brokered by St Mark's for the purpose of partnership in the School of Theology within the Charles Sturt University. The colleges included in this partnership are:

1. United Theological College, North Parramatta;
2. St Francis College, Brisbane;

St Mark's is the preferred ordination training institution for the Diocese, however, suitably prepared candidates are accepted from other institutions.

19.1 St Mark's National Theological Centre Ordinance 1989 (As amended)

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.

1960's:
There is evidence of psychological evaluation of candidates for ordination in documentation on clergy files. It is to be found in the written assessment of the Bishop prior to the offer of ordination and in the field placement reports of supervising clergy.

1980's:
Formal assessment by a professional psychologist was introduced.

2005-2015:
A policy enshrining the procurement of professional psychological assessment (amongst other tests) prior to acceptance as a candidate was established in 2005. This policy has been adapted and applied until the present.

20.1 A Guide to Ordination
20.2 A Guide to the Process of Discernment, Selection, Training and Formation for Ordained Ministry
NATIONAL APPROACHES TO PROFESSIONAL STANDARDS AND INTER-DIOCESAN COOPERATION

21. Your Diocese's approach to adopting the Anglican Church of Australia General Synod model ordinances and policy guidelines on child protection.

The Diocese's approach has been to adopt Canons of General Synod related to the protection of children unless there has been a higher standard required within the Diocese.

In relation to the 2004 Model Professional Standards Canon, this Canon was amended so as to widen its scope and functions in the Diocese of Canberra and Goulburn:

In particular:

- the scope of the ordinance was widened beyond sexual misconduct and child abuse to incorporate all breaches of the diocesan Code of Good Practice (attached) which was established under the Professional Standards Ordinance Section 2 – “The object of this Ordinance is to establish a Code of Good Practice for Church Workers and processes for responding effectively and fairly to dissatisfaction or discontent with the actions of Church Workers” (PSO 2004)

- the Professional Standards Ordinance 2004 replaced the clergy Discipline Ordinance 1970 and incorporated the Diocese's existing Response to Sexual Misconduct and Child Abuse processes thus establishing one Diocesan Tribunal for all misconduct matters.

- The Diocesan Professional Standards Ordinance also established a policy group called the Professional Standards Reference group (see section 10 of the Professional Standards Ordinance)

In relation to the policy guidelines on child protection, created by the General Synod's Professional Standards Commission, these were not created in consultation with the Canberra Goulburn Diocese.

Further, the General Synod guidelines do not take into consideration the legislative requirements of the ACT in relation to working with vulnerable people, nor do they include the scope of the ordinance was widened beyond sexual misconduct and child abuse to incorporate all breaches of the diocesan Code of Good Practice (attached) which was established under the Professional Standards Ordinance Section 2 – “The object of this Ordinance is to establish a Code of Good Practice for Church Workers and processes for responding effectively and fairly to dissatisfaction or discontent with the actions of Church Workers” (PSO 2004)

Therefore, the approach has been to ensure that the Diocese has developed guidelines for Safe Ministry, which include the protection of children and vulnerable people based both on the legislative requirements of two jurisdictions, i.e. ACT and NSW, and Nationally recognised good practice, including the suggestions from the General Synod's Professional Standards Commission where they are relevant and fit with our own legislative requirements.

The Diocese's approach over the past five years has been to move to a model of Safe Ministry including Prevention, Early Intervention, Response and Recovery guidelines which aim to protect all vulnerable people including children. This approach exceeds the scope of the General Synod's Professional Standards Commission's guidelines.

See Answer to Questions 26-45 for further detail in relation to the Diocese's approach to Safe Ministry.

| 21.1 Anglican Diocese Canberra and Goulburn Professional Standards Ordinance 2004 |
| 21.2 Safe Communities of Faith Policy 2015 |
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.

Please see Appendix 1

23. The key differences, if any, between the national model Professional Standards Ordinance (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.

The Model Ordinance suggested by General Synod was just that, a model. This “model” approach was deliberately adopted rather than the legislative approach of a General Synod Canon that may have needed to be subject to a process of adoption by each individual diocese. The complexity of the federated nature of the Anglican Church of Australia and the legal sovereignty of individual dioceses means that passing a Canon which affects the order and good government of each diocese, if required, is cumbersome and time consuming. It was widely acknowledged in 2001 and 2004 at the General Synod that the issue of protection of children was too important to take the risk that there would be any delay in the implementation of good child protection practices and procedures. Given the sovereignty of each of the 23 dioceses it was considered that the best approach would be to have each diocese adopt legislation and processes quickly under their own certain and inarguable plenary powers.

The Diocese of Canberra Goulburn has adopted all the principles set out in the model ordinance as follows:

Principle 1
Clear definitions, in a code, of the standards of conduct and expectations required of clergy and church workers, especially around child abuse and sexual misconduct. (Part 2 MO)

The Diocese adopted the Code of Good Practice which explicitly covers child abuse and sexual misconduct but which also cover other areas of professional pastoral expectations.

Principle 2
A clearly stated process (protocol) for receiving, considering and dealing with information which alleges or suggests that a member of the clergy or a church worker has breached the stated standards. This protocol to include processes to support of those affected by the alleged misconduct, to deal fairly with respondents, to promulgate the protocol and to have continuing review and improvement. (Part 3 MO)

The Diocese established the Professional Standards Reference Group (PSRG) which drafted protocols for receiving and dealing with allegations, to provide support for those affected, to deal fairly with respondents and to undertake continuous review and improvement.
Principle 3
A process and a person and body (PSD Part 5 MO and PSC Part 4 MO) responsible for undertaking documentation (initial investigation) and consideration of allegations which if substantiated would require disciplinary action (examinable conduct Part 6 MO) and to determine further action, including, if necessary, full investigation of the allegations with a response from the respondent. (Part 4 MO)

The Diocese has distinguished matters which are grievances and not serious complaints. Grievances are dealt with by a dispute resolution process. Complaints of child sexual abuse are dealt with under the Professional Standards Ordinance 2004.

Principle 4
A separate process and a body (Tribunal or Board) to undertake procedurally fair consideration of all the circumstances of the allegations, including the response of the respondent, to determine whether the allegations are substantiated or not and if substantiated to recommend what action should be taken by the licencing, authorising or employing authority in respect of the respondent. (Part 7 MO)

The Professional Standards Ordinance 2004 provides the process to deal with complaints of child sexual abuse and to ensure procedural fairness. The Chancellor has a right of appearance to represent the interests of the Diocese, separate from any Counsel who is assisting the Board in the consideration of the complaint.

Principal 5
An external and independent review mechanism of the process on the basis of jurisdictional, procedural or evidentiary failures. (Part 8A MO)

An appeal mechanism is provided under the Professional Standards Ordinance 2004 to the Provincial Tribunal PSO-Section 49.

The specific amendments to the Model Professional Standards Ordinance (Model Ordinance) in the Diocese of Canberra and Goulburn were as follows:

1. The Diocese wanted to strengthen the scope of the Model Ordinance by having a code of conduct (Code of Good Practice 2004 - attached) that would apply to all church worker (clergy and lay) misconduct, which would be dealt with by one Professional Standards Ordinance.

2. The Diocese wanted to establish transparency by having a policy review group of clergy and laity who have powers to recommend changes to the Bishop-in-Council and Synod, in relation to the Code of Good Conduct and protocols relating to Professional Standards across the diocese – The Professional Standards Reference Group.

3. Given its relatively small size the Diocese wanted to have only one diocesan tribunal for the discipline of clergy. As such the clergy Discipline Ordinance was replaced by the broader Professional Standards Ordinance and the Professional Standards Board Panel was established, which can be then be used hear all matters.

4. The inclusion of the Chancellor in the Professional Standards Ordinance process was to represent the Diocese’s interests in the disciplinary matters. It is important to note that the Chancellor’s role does not impact/affect the decision of the Professional Standards Board, nor does it affect the Bishop’s role in carrying out the determination of the board. Under the ordinance the Bishop can only do less than what is recommended by the Professional Standard Board and not exceed their recommendation.
24. Your views on whether each diocese in Australia should:

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 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

d. adopt any other approach for managing professional standards.

It is my view that a national framework which can be administered at a diocesan level would be the best approach for Professional Standards.

This view is qualified by the following:

- The framework should be developed in consultation with the Dioceses, and in particularly with the practitioners of Professional Standards Training and enforcement in each diocese.
- The differing state government legislation in force across the Dioceses needs to be considered. This legislation includes but is not limited to: child protection, elder abuse, sexual harassment, concealment of crime, privacy, work health and safety, food safety, building codes, the ACNC, copyright, and the crimes act in each state or territory, along with a common law duty of care.
- Consideration should be given to the growing scope of Professional Standards over the past 10 years. In many dioceses Professional Standards has become related to more than preventing and responding child abuse and sexual misconduct. The Diocese of Canberra and Goulburn’s approach encompasses the legal, moral, ethical, denominational and insurance responsibilities we have to provide God honouring, person valuing, respectful, abuse-free and harm-free ministry program and events for all people in our parishes, schools and entities.
- The framework needs to allow for independence and transparency in response but with corresponding internal processes for prevention and care. That is, individual dioceses need to play a role through caring and through ensuring systems of prevention (including training, recruitment and supervision of all people who represent the Diocese).
- The sovereignty of each Diocese and the duty of care of a Diocesan Bishop cannot be delegated to an external body must be recognised in the Framework.
The Tri-Diocesan Covenant was established in 2003 to find "new ways of acting together in our region to strengthen these Gospel imperatives." It recognised that each diocese involved already shared "much—geography, a common history and a strong theological heritage."

Matters pertaining to child protection and professional standards were explicitly mentioned in the Covenant under the heading "Cooperation in Ministry"

- **Sexual Harassment and Abuse Protocols and Child Protection Policies.**
  
  We are committed to adopting the national protocols. We will encourage collegial conversation between our contact officers. We anticipate each Diocese will appoint its own Professional Standards Committee. We anticipate a Professional Standards Officer and a Professional Standards Board serving all three Dioceses. We expect to share resources and accept a common standard in our child protection protocols and in building safe Communities of Faith.

While sharing an affiliative link that was carried through the institution of working groups to progress collaboration on key ministry areas each diocesan synod and Bishop retained their autonomy in decision making. That is, shared policy could only be enacted when each synod had passed the requisite legislation or the respective Bishops had granted respective approval.

Approximately a decade after its institution the working groups of the Tri-Diocesan partners ceased meeting and all the relationships described the Covenant are in abeyance. This was largely the product of changing episcopacies in the Dioceses of Bathurst and the Riverina, and pressing (though distinct) needs in each place.

Lately the Diocese of the Riverina has requested that my Diocese share its Professional Standards Board and Committee with it. This arrangement is similar to that which exists in other parts of Australia where a common mechanism of implementation of professional standards practice exists. These arrangements are being enacted presently.
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.

Section 32 of the Diocesan Professional Standards Ordinance (PSO) provides provision for referral of matter to another Anglican Diocese:

**Referral of an Information to an Equivalent Body**

1) The Professional Standards Committee (PSC) may, if it thinks it appropriate to do so, refer a Sexually Related Complaint to an Equivalent Body or Bodies for investigation or resolution or both.

2) When the PSC and an Equivalent Body or Equivalent Bodies both have the power and duty to investigate a Complaint or Complaints concerning the alleged conduct or omission of the same Church Worker and the respective bodies cannot agree on:

   a) which body shall carry out the investigation or any parts of such investigation; or

   b) whether a question or questions specified in section 50 (PSO) should be referred to the Board or to an Equivalent Body which has jurisdiction;

Then the PSC shall refer the disagreement for decision by the Director and the persons acting in a corresponding capacity to the Director for every other relevant diocese acting together.

3) The PSC shall act in accordance with the unanimous decision of the persons referred to in sub-section 32(2) or, if such persons cannot agree unanimously within a reasonable time of the disagreement being referred, in accordance with the decision of the Primate or a member of the House of Bishops appointed by the Primate.

4) In all matters affecting the operation of this Ordinance the PSC and the Director shall co-operate with and assist an Equivalent Body and a person acting in the corresponding capacity to the Director in another diocese.

5) In making a decision under sub-section 32(2) the Director shall not be bound by the views or instruction of the PSC but shall take into account the most convenient course for all concerned and the best interest of this Church as a whole.

6) For sub-section 32(2), relevant diocese means the Diocese for which an Equivalent Body has the power and duty to investigate the Complaint or Complaints.

Further to the powers provided by the Professional Standards Ordinance, it is my understanding that over the past 5 years it has been the practice the National Professional Standards Directors' network to communicate and cooperate in relation to these matters.

As referred to in question 24, the Diocese of the Riverina has requested that my Diocese share its Professional Standards Board and Committee with it. This arrangement is similar to that which exists in other parts of Australia where a common mechanism of implementation of professional standards practice exists. These arrangements are being enacted presently.

25.1 Anglican Diocese Canberra and Goulburn Professional Standards Ordinance 2004
PROFESSIONAL STANDARDS IN THE ANGLICAN DIOCESE OF CANBERRA AND GOULBURN

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.

In providing your account, please address each of the following matters:

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

We have had various due diligence regimens for clergy and lay church workers in place in our Diocese since June 2000. The following provides an outline of the various due diligence requirements from the year 2000 to the present day.

2000:

The Diocesan Bishop at the time required all clergy to complete a declaration in accordance with the Child Protection (Prohibited Employment) Act 1998.

Before any clergy person (other than the incumbent or an assistant minister licensed to the parish) was permitted to undertake paid or unpaid child-related work in the parish, the minister and churchwardens must have confirmed with the Registrar that the person was licensed and had, as necessary, made the requisite declaration and been subject to relevant employment screening procedures.

2002:

All licensed clergy were requested to complete Attachment 4 of the NSW Children’s Check and to check with the Bishop’s office about having a screening check.

All persons employed as a paid or voluntary worker in a significant role with children were required to complete a Lay Minister’s Statutory Declaration. These forms were required of all people seeking a Lay Minister’s Licence from the Bishop and they were also made available to all participants at Keeping Children Safe (Child Protection) workshops. In the latter case, the declarations were to be submitted to the person’s rector.

The Diocesan Bishop called a meeting to address the Sexual Abuse/Harassment Protocols in April.

The Diocesan Bishop met with a new committee in April – Child Protection and Sexual Harassment/Abuse Protocols Group in April. They embarked on various tasks from 2002 through to 2003. The relevant areas of focus were:

- The establishment of a register to record compliance of clergy and lay people in relation to police checks, statutory declarations and child protection training, and
- The development of a model child protection policy template for parish use.
All clergy new to the Diocese received documentation outlining screening and training requirements in the diocese.

The Diocesan Bishop wrote to all licensed clergy advising the screening requirements in May.

The Diocesan Bishop wrote to clergy in August who had yet to complete screening requirements requesting immediate compliance.

2003:

In this year the Diocese commenced its initial parish-wide compliance audit to ensure due diligence protocols had been implemented. This was conducted via the Annual Parish Return. As this Return is an audit of the previous calendar year’s activities, the compliance audit was in relation to 2002.

The Child Protection Register was introduced across the Diocese as a way of recording compliance with screening and workshop attendance.

In March the Diocesan Bishop met with Child Protection and Sexual Harassment/Abuse Protocols Group. The relevant area of focus was:

• The development of a model child protection policy template for parish use.

In June the Diocesan Bishop met with the newly formed Professional Standards Reference Group to replace the Child Protection and Sexual Harassment/Abuse Protocols Group. This group has continued to meet since that time. The relevant areas of focus were:

• Ensuring the diocese was meeting the proposed national standards in relation to child protection and sexual harassment/abuse.
• The refinement of child protection policy documents.
• The implementation of child protection workshops.

In June reporting and due diligence guidelines were completed for parishes.

In August the Diocesan Bishop wrote to all Parish Council Chairpersons advising that all members of parish councils should be familiar with the Diocesan Child Protection policies and requirements. He enclosed copies of the following documents which had been ratified at Synod:

• Building Safe Communities of Faith.
• Child Protection: A Shared Responsibility.

The Diocesan Bishop met with the Professional Standards Reference Group in March, June, September and November. The relevant areas of focus were:

• National Standards from General Synod.
• The distribution of child protection documents.
• The implementation of child protection workshops.

In Synod 2003 a resolution was adopted for Ministry Units to have a documented Risk Management Plan. Consequently the manual “Protecting People Protecting Property” (The Manual) was adopted as the policy document for Parishes and Special Districts. The Manual was given to each parish and was promoted through the Keeping Children Safe workshops. The key elements of The Manual relevant to this statement include: safe practices to minimise likelihood of a church worker offending against a child; screening requirements for all volunteers and volunteer application forms for ministry.

2004:

In June the Diocese distributed a Child Protection Bulletin to all parishes. The main areas of focus were:

• Reminder of requirement to complete a Statutory Declaration (ACT parishes) or Attachment IV (NSW) before engaging in ministry;
- Reminder of requirement to complete Child Protection workshop;
- The requirement for some lay roles to complete a Police Check before they are appointed;
- A reminder to acknowledge compliance with Diocesan Child Protection requirements; and
- Advice to parishes about the newly introduced Reportable Conduct regulation.

In October the Diocese circulated an updated Child Protection Policy template for parishes. The Professional Standards Reference Group met in January, May, September and November. Their relevant focus areas were:
- Response to the "Forgotten Australians" Report;
- The General Synod approach to Professional Standards, with a focus on due diligence and Supervision; and
- Revision of the Code of Good Practice.

2006:

A revised Annual Parish Return was introduced to ensure child protection and due diligence protocols had been implemented. As this Return is an audit of the previous calendar year's activities, the compliance audit was in relation to 2005.

The Valuing Our People Manual from General Synod was adopted. It included information on screening and testing prior to appointing paid or volunteer church workers. This manual was distributed to parishes across the Diocese.

2007:

In February the Child Protection Unit produced a Ministry Reference Guide for parishes, incorporating responsibilities related to recruitment and screening, reporting abuse and the Code of Good Practice.

The Professional Standards Reference Group met in February, May, August and December. The relevant area of focus was:
- Professional Standards Commission, model system for the selection and accreditation of lay parish church workers.

2008:

The Professional Standards Reference Group met in March, June, August and November. The relevant areas were:
- Model system for the selection and accreditation of lay parish church workers; and
- Safe Ministry Check Questionnaires.

The Ministry Unit Risk Management Self-Assessment Tool was introduced to assist parishes with auditing compliance with implementing Protecting People: Protecting Property (2003). Part 3, Element 3.2 addressed the areas of ministry to children and young people.

2009:

The Professional Standards Reference Group met in March, June, August and November. The relevant areas were:
- Development of a Safe Communities of Faith policy to replace the Building Safe Communities of Faith policy;
- Background Checks for Ministry Candidates; and
- Introduction of an ACT Working with Vulnerable People Check.

A revised Annual Parish Return was introduced to ensure safe ministry, including due diligence, child protection and safe ministry training protocols had been implemented.

2010:

The Professional Standards Reference Group met in March, June, August and November. The relevant areas were:

- NSW Commission for Children and Young People requirements; and
- Statutory Declaration (with reference to the Governance Ordinance Amendment, September 2010).

The Safe Ministries Training Unit developed a survey tool for parishes to ensure screening compliance. Starting from May, the Safe Ministries Unit offered Safe Ministries Implementation Briefing Sessions across the Diocese.

An amendment to the Diocesan Governance Ordinance was made in Synod 2010 to restrict the ability of certain persons to serve on ministry unit councils.

The Diocese commenced using the Safe Ministry Check Questionnaire for Candidates for Ordination.

2011:

The Professional Standards Reference Group met in March, June, August and November. The relevant areas were:

- Safe Ministry Check Questionnaire; and
- Statutory Declaration.

The Diocese commenced using the Safe Ministry Check Questionnaire for all clergy seeking an Authority to Officiate or new licence or a licence as a Stipendiary Lay Minister.

2012:

The Professional Standards Reference Group met in February, June, August and November. The relevant areas were:

- Safe Ministry Check Questionnaire;
- Due Diligence Protocol;
- Safe Communities of Faith Policy update;
- Working with Children Check (NSW); and
- ACT Working with Vulnerable People Check.

In November the Safe Ministries Unit produced and distributed a newsletter across the Diocese. The relevant areas of focus were:

- NSW Working with Children Check; and
- Due Diligence in the Diocese.

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A revised Annual Parish Return was introduced to ensure safe ministry, including due diligence, child protection and safe ministry training protocols had been implemented.

In December the Safe Communities of Faith policy was updated, superseding the 2009 version.

2013:

The Professional Standards Reference Group met in April, September and November. The relevant areas were:

- Safe Ministry Check Questionnaire;
- Due Diligence Protocol;
- Working with Children Check (NSW);
- ACT Working with Vulnerable People Check;
- Parish Leadership Statutory Declaration; and
- AFP check.

In implementing the Due Diligence Protocol, a newsletter outlining changes to due diligence for clergy was distributed across the Diocese in May. In conjunction with this advice to clergy an internal system was developed between the Bishop’s Office and the Safe Ministries Unit to ensure that all aspects of due diligence were completed.

2014:

The Professional Standards Reference Group met in March, May, August and November. The relevant areas were:

- Safe Ministry Check Questionnaire;
- Due Diligence Protocol;
- Working with Children Check (NSW);
- ACT Working with Vulnerable People Check;
- AFP check;
- Parish Leadership Declaration;
- Due diligence requirements for entities attached to churches; and
- Screening requirements for Board and committee members.

2015:

The Professional Standards Reference Group met in May and August. The relevant areas were:

- Due Diligence Protocol;
- Due diligence requirements for entities attached to churches;
- Screening requirements for Board and committee members; and
- Safe Communities of Faith Policy.

The Due Diligence Protocol was expanded and approved by Bishop-in-Council in June 2015.

26.2 PS 15 Circular to Clergy in charge of parishes and Chaplaincies, Churchwardens and Youth workers who work in NSW, July 2000
26.3 PS 16 Letter from Bishop George Browning, Diocesan Bishop, to all licensed clergy, October 2000
26.4 PS 22 Child Protection – Starting Points for Clergy, March 2002
26.5 PS 23 Lay Minister's Declaration, 2002
26.6 PS 24 Letter from Diocesan Bishop convening a meeting to discuss Child Protection and Sexual Harassment/Abuse Protocols, April 2002
26.7 PS 25 Child Protection and Sexual Harassment/Abuse Protocols, Meeting April 2002
26.8 PS 26 Child Protection & Related Issues, Meeting May 2002
26.9 PS 28 Letter from Diocesan Bishop, May 2002
26.10 PS 29 Child Protection Arrangements – Compliance Form – Parish Workers, June 2002
26.11 PS 30 Child Protection Arrangements – Compliance Form – Clergy, June 2002
26.12 PS 31 Criminal History Check Application Form
26.13 PS 32 Child Protection and Sexual Harassment/Abuse Protocols, Meeting July 2002
26.14 PS 33 Draft model policy suggestion for parish use, July 2002
26.15 PS 34 Letter from Diocesan Bishop to clergy, August 2002
26.16 PS 35 Child Protection and Sexual Harassment/Abuse Protocols, Meeting September 2002
26.17 PS 37 Child Protection and Sexual Harassment/Abuse Protocols, Meeting October 2002
26.18 PS 40 Section D, Child Protection (Parish Return), 2003
26.20 PS 42 Child Protection and Sexual Harassment/Abuse Protocols, Meeting March 2003
26.22 PS 46 Professional Standards Reference Group, Meeting June 2003
26.23 PS 48 Child Protection – A Shared Responsibility, June 2003
26.24 PS 57 Letter from Diocesan Bishop to Parish Council Chairpersons, September 2003
26.25 PS 59 Protecting People Protecting Property (Extract), 2003
26.26 PS 60 Professional Standards Reference Group, Meeting September 2003
26.27 PS 64 Child Protection Bulletin, June 2004
26.28 PS 69 Child Protection Policy October 2004
26.29 PS 70 Professional Standards Reference Group Meeting November 2004
26.30 PS 82 Section D, Child Protection (Parish Return), 2006
26.31 PS 89 Valuing Our People, General Synod, 2006
26.35 PS 101 Professional Standards Reference Group, Meeting June 2008
26.36 PS 102 Professional Standards Reference Group, Meeting August 2008
26.37 PS 103 Anglican Church of Australia, Safe Ministry Check, Applicant’s Screening Questionnaire
26.38 PS 105 Ministry Unit Risk Management Self-Assessment Tool, 2008
26.39 PS 111 Professional Standards Reference Group, Meeting June 2009
26.40 PS 112 Professional Standards Reference Group, Meeting June 2009
26.41 PS 115 Professional Standards Reference Group, Meeting August 2009
26.42 PS 117 Changes to the Safe Ministries Area, 2009
26.43 PS 118 Section D Safe Ministries – Parish Return, 2009
26.44 PS 119 Professional Standards Reference Group, Meeting March 2010
26.45 PS 121 Screening Checklist for NSW Parishes & Ministry Units, February 2010
26.46 PS 122 Our Diocese: Screening for Safe Leaders, February 2010
26.47 PS 123 Creating Safe Ministries Implementation Briefing Session, March 2010
26.48 PS 131 Governance of the Diocese Amendment Ordinance 2010, September 2010
26.49 PS 133 Parish Leadership Statutory Declaration, 2010
26.50 PS 133 Parish Leadership Statutory Declaration, 2010
26.51 PS 134 Section D Safe Ministries - Parish Return, 2010
26.52 PS 139 Professional Standards Reference Group, Meeting June 2011
26.53 PS 140 Professional Standards Reference Group, Meeting August 2011
26.54 PS 141 Professional Standards Reference Group, Meeting November 2011
26.55 PS 142 Professional Standards Reference Group, Meeting February 2012
26.56 PS 146 Professional Standards Reference Group, Meeting June 2012
26.57 PS 147 Professional Standards Reference Group, Meeting August 2012
c. holding positions of authority in relation to the formulation of policy on professional standards matters, and/or

2015:

Bishop-in-Council

Statutory Declaration for Board & Committee Members.

Professional Standards Reference Group

Statutory Declaration for Board & Committee Members.

The Professional Standards Reference Group met in May, August and November. The relevant areas were:

- Due Diligence Protocol;
- Due diligence requirements for entities attached to churches; and
- Screening requirements for Board and committee members.

26.79 PS 163 Professional Standards Reference Group, Meeting May 2014
26.80 PS 164 Professional Standards Reference Group, Meeting August 2014
26.81 PS 165 Professional Standards Reference Group, Meeting November 2014
26.82 PS 166 Professional Standards Reference Group, Meeting May 2015
26.83 PS 168 Due Diligence Protocol, March 2015
26.84 PS 169 Due Diligence in Relation to Board & Committee Members within the Diocese, Proposal to Bishop-in-Council, May 2015
26.85 PS 181 Statutory Declaration for Board and Committee Members, October 2015
d. presiding over or participating in disciplinary proceedings.

2004:

Professional Standards Committee
Professional Standards Director
Professional Standards Boards
Criminal history check and confidential reference.

2013:

Professional Standards Committee
Professional Standards Director
Professional Standards Boards
Criminal history check and a Safe Ministry Check Questionnaire.

26.87 PS 68 Professional Standards Ordinance, June 2004
27. Training and educating Church workers and Church members on child sexual abuse and responding to instances of child sexual abuse.

Our Diocese commenced the development of resources and presentation of training on child sexual abuse and responding to instances of child sexual abuse in 1999.

The material has evolved over the last 16 years and is now covers a broader range of safety topics than child sexual abuse. All versions of training appear in the attachments below.

The requirement to complete such training for all clergy and lay church workers has existed since 1999.

1999:

Keeping Children Safe (Child Protection) workshop was developed for the Diocese.

2000:

Keeping Children Safe (Child Protection) workshops were held across the diocese and continued in this form throughout 2002.

2001:

In December the Diocesan Co-ordinator of Lay Education presented a proposal for Child Protection in the Diocese of Canberra and Goulburn Risk Management, Oversight and Training.

2002:

The Diocesan Bishop met with a new committee – Child Protection and Sexual Harassment/Abuse Protocols Group. They embarked on various tasks from 2002 through to 2003. The relevant focus area was:

- The establishment of a register to record compliance of clergy and lay people in relation to police checks, statutory declarations and child protection training; and
- The implementation of Child Protection workshops.

All clergy new to the Diocese received documentation outlining screening and training requirements in the diocese.

2003:

A revised version of Keeping Children Safe Workshop was introduced.

In this year the Diocese commenced its initial parish-wide compliance audit to ensure due diligence protocols had been implemented. This was conducted via the Annual Parish Return. As this Return is an audit of the previous calendar year’s activities, the compliance audit was in relation to 2002.

In March the Diocesan Bishop met with Child Protection and Sexual Harassment/Abuse Protocols Group. The relevant areas of focus were:

- The implementation of Child Protection workshops.
In June, September and November the Diocesan Bishop met with the newly formed Professional Standards Reference Group to replace the Child Protection and Sexual Harassment/Abuse Protocols Group. This group has continued to meet since that time. In 2003 the areas of focus were:

- Ensuring the diocese was meeting the proposed national standards in relation to child protection and sexual harassment/abuse;
- The refining of child protection policy documents; and
- The implementation of child protection workshops.

In September the Diocesan Bishop wrote to all Parish Council Chairpersons advising that all members of parish councils should be familiar with the Diocesan Child Protection policies and requirements. He enclosed copies of the following documents which had ratified at Synod:

- Building Safe Communities of Faith;

2004:

In January, May, September and November the Diocesan Bishop met with the Professional Standards Reference Group. The areas of focus were:

- The implementation of child protection workshops; and
- The inaugural ‘Safe as Churches?’ Conference to be hosted by the National Council of Churches in Canberra.

Also in May a revised version of the Keeping Children Safe and a Presenter’s Training Pack was introduced.

In June the Diocese distributed a Child Protection Bulletin to all parishes. The relevant areas of focus were:

- Reminder of requirement to complete Child Protection workshop;
- A reminder to acknowledge compliance with Diocesan Child Protection requirements; and
- Advice to parishes about the newly introduced Reportable Conduct regulation.

In October the Diocese circulated an updated Child Protection Policy template for parishes.

In November, Graham Lindsay, Deacon for Lay Education, wrote to General Synod Committee for Child Protection outlining the Diocese’s approach to Child Protection training.

2005:

The first Keeping Children Safe Participant Handbook was produced for use in workshops.

The Professional Standards Reference Group met in March, June, September and November. Their relevant focus area was:

- Implementation of child protection workshops.

2006:

The Professional Standards Reference Group met in February, May, October and November. The relevant area was:

- Implementation of child protection training.

A revised edition of the Keeping Children Safe Participant Workbook was introduced in March.
A revised Annual Parish Return was introduced to ensure child protection and due diligence protocols had been implemented. As this Return is an audit of the previous calendar year's activities, the compliance audit was in relation to 2005.

The first version of the Keeping Children Safe Church Leadership Implementation Pack was introduced in April.

The Diocesan Bishop wrote to all parishes in May enclosing a copy of the first Church Leadership Implementation Pack.

2007:

The Professional Standards Reference Group met in February, May, August and December. The relevant areas were:

- Reporting processes; and
- Implementation of child protection training.

A revised edition of the Keeping Children Safe Participant Workbook was introduced in February.

An updated version of the Keeping Children Safe Church Leadership Implementation Pack was introduced in February.

2008:

The Professional Standards Reference Group met in March, June, August and November. Their relevant areas of focus were:

- Guidelines on reporting abuse;
- Implementation of child protection workshops;
- Renaming Keeping Children Safe workshop to Creating Safe Ministries; and
- New guidelines for reporting abuse.

The Ministry Unit Risk Management Self-Assessment Tool was introduced to assist parishes with auditing compliance with implementing Protecting People: Protecting Property (2003). Part 3, Element 3.2 addressed the areas of ministry to children and young people.

2009:

Creating Safe Ministries Participant Workbook was introduced as the new participant workbook to replace Keeping Children Safe. The new workbook covered:

- Ministry and Duty of Care;
- Child protection;
- Safe Ministry Leaders; and
- Safe environments and programs.

An updated version of the Church Leadership Implementation Pack was introduced.

The Professional Standards Reference Group met in March, June, August and November. The relevant areas were:

- Development of a Safe Communities of Faith policy to replace the Building Safe Communities of Faith policy; and
• Implementation of Creating Safe Ministries workshops.

A revised Annual Parish Return was introduced to ensure safe ministry, including due diligence, child protection and safe ministry training protocols had been implemented.

2010:

A Safe Ministries Survey for all Diocesan Parishes & Ministry Units was distributed in February to determine safe ministry training needs across the diocese.

A revised Annual Parish Return was introduced to ensure safe ministry, including due diligence, child protection and safe ministry training protocols had been implemented.

2011:

Creating Safe Ministries Participant Workbook was introduced as the new participant workbook to replace Keeping Children Safe. The new workbook covered:

- Ministry and Duty of Care;
- Protecting Vulnerable People;
- Safe Ministry Leaders; and
- Safe Programs.

An updated version of the Church Leadership Implementation Pack was introduced.

2012:

The Professional Standards Reference Group met in February, June, August and November. The relevant areas were:

- Reporting child abuse;
- 1800 number for reporting abuse;
- Safe Communities of Faith Policy update; and
- Reporting Abuse brochure.

In June each parish received a letter, poster and information brochure in relation to the introduction of the 1800 reporting abuse number.

In December the Safe Communities of Faith policy was updated, superseding the 2009 version.

2013:

The Professional Standards Reference Group met in April, September and November. The relevant area was:

- Implementing the Creating Safe Ministries program.

2014:

A revised Creating Safe Ministries Participant Workbook was introduced in February.
An updated version of the Church Leadership Implementation Pack was introduced in February.

2015:

The Professional Standards Reference Group met in May and August. The relevant area was:

- Safe Communities of Faith Policy update.

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<td>PS 148 Professional Standards Reference Group, Meeting November 2012</td>
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<td>PS 153 Safe Communities of Faith policy, December 2012</td>
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<td>PS 151 Section D Safe Ministries – Parish Return, 2012</td>
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<td>27.67</td>
<td>PS 158 Professional Standards Reference Group, Meeting September 2013</td>
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<td>27.68</td>
<td>PS 160 Creating Safe Ministries Participant Workbook, February 2014</td>
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<td>27.69</td>
<td>PS 161 Church Leadership Implementation Pack, February 2014</td>
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<td>PS 170 Safe Communities of Faith policy, June 2015</td>
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<td>PS 171 Professional Standards Reference Group, Meeting August 2015</td>
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Disclosure and response

28. Internal reporting processes following a disclosure of child sexual abuse.

We have had various types of protocol relating to reporting child sexual abuse in place in our Diocese since 1993. The following provides an outline of the various reporting processes from the year 1993 to the present day.

1993:
Bishop-in-Council approved the appointment of Diocesan Contact officers for alleged sexual misconduct and resolved that a policy group be formed to set parameters, guidelines and general policy.

1994:
The Committee for Allegations of Sexual Misconduct prepared Guidelines for responding to allegations of sexual harassment and abuse with the Diocese. The guidelines provided a mechanism for people to report abuse against themselves and the Diocesan Bishop a mechanism to report allegations to the authorities.

1997:
The Diocesan Synod requested that further guidelines be written to provide guidance for all people involved with children and youth, including clergy and laity.

1999-2000:
A revised version of the 1994 Guidelines and additional guidelines for clergy receiving a complaint of sexual misconduct were produced and promulgated within the Diocese.

2001:
Creating Safe Places for the People of God provided guidelines and a reporting flow chart for child abuse and dealing with sexual harassment and general abuse issues.

2002:
The Diocesan Bishop called a meeting to address the Sexual Abuse/Harassment Protocols in May. Meeting with a new committee – Child Protection and Sexual Harassment/Abuse Protocols Group. They embarked on various tasks including:
- Development of set of guidelines for those wishing to make a complaint;
- The establishment of a register to record compliance of clergy and lay people in relation to police checks, statutory declarations and child protection training;
- The implementation of Child Protection workshops;
- The development of a Code of Conduct as required by the Discipline Ordinance 2001;
• The development of a model child protection policy template for parish use.

2003:
In March the Diocesan Bishop met with Child Protection and Sexual Harassment/Abuse Protocols Group.
The relevant areas of focus were:
• Development of set of guidelines for those wishing to make a complaint.
In June and September the Diocesan Bishop met with the newly formed Professional Standards Reference
Group to replace the Child Protection and Sexual Harassment/Abuse Protocols Group. This group has
continued to meet since that time. In 2003 the areas of focus were:
• Ensuring the diocese was meeting the proposed national standards in relation to child protection
  and sexual harassment/abuse;
• The refining of child protection policy documents;
• The implementation of child protection workshops; and
• National Standards from General Synod.

In June Building Safe Communities of Faith replaced the Creating Safe Places for the People of God
policy for reporting abuse. A resource for how to report child sexual and physical abuse was made
available along with a series of flow charts for reporting concerns or disclosures in different contexts.
In August the Diocesan Bishop wrote to all Parish Council Chairpersons advising that all members of parish
 councils should be familiar with the Diocesan Child Protection policies and requirements. He enclosed
copies of the following documents which had been ratified at Synod:
• Building Safe Communities of Faith; and
• Child Protection: A Shared Responsibility.

2004:
In June the Diocese distributed a Child Protection Bulletin to all parishes. The relevant areas of focus were:
• Reminder of requirement to complete a Statutory Declaration (ACT parishes) or Attachment IV
  (NSW) before engaging in ministry;
• Reminder of requirement to complete Child Protection workshop;
• The requirement for some lay roles to complete a Police Check before they are appointed;
• A reminder to acknowledge compliance with Diocesan Child Protection requirements; and
• Advice to parishes about the newly introduced Reportable Conduct regulation.

2005:
In May a Child Protection Update with a focus on the re-definition of Reportable Conduct was distributed
to parishes in the Diocese.

2006:
The Professional Standards Reference Group met in February, May, October and November. The relevant
area was:
• Reporting abuse guidelines.

2007:
The Professional Standards Reference Group met in February, May, August and December. The relevant area was:
  • Reporting processes.
In February the Child Protection Unit produced a Ministry Reference Guide for parishes, incorporating responsibilities related to recruitment and screening, reporting abuse and the Code of Good Practice.

2008:
The Professional Standards Reference Group met in March, June, August and November. The relevant area was:
  • Guidelines on reporting abuse.

2009:
Revised guidelines for reporting concerns or disclosures of child abuse were introduced.
The Professional Standards Reference Group met in March, June, August and November. The relevant areas were:
  • Development of a Safe Communities of Faith policy to replace the Building Safe Communities of Faith policy.
The Safe Communities of Faith policy was approved by Bishop-in-Council in August. This replaced the Building Safe Communities of Faith policy.

2010:
Revised guidelines for reporting concerns or disclosures in NSW churches were introduced in August.

2011:
The Professional Standards Reference Group met in March, June, August and November. The relevant area was:
  • Reporting child abuse.

2012:
The Professional Standards Reference Group met in February, June, August and November. The relevant areas were:
  • Reporting child abuse;
  • Reporting Abuse brochure;
  • 1800 number for reporting abuse; and
• Safe Communities of Faith Policy update.

In June each parish received a letter, poster and information brochure in relation to the introduction of the 1800 reporting abuse number.

In November the Safe Ministries Unit produced and distributed a newsletter across the Diocese. The relevant area of focus was:

• Reporting abuse.

In December the Safe Communities of Faith policy was updated, superseding the 2009 version.

2015:

The Professional Standards Reference Group met in May and August. The relevant area was:

• Safe Communities of Faith Policy update.

The Policy for Responding to Abuse, August 2015, was approved by Bishop-in-Council in October. This policy has the following supporting documents:

• Guidelines for Reporting Child Abuse;
• Guidelines for Clergy Responding to Adult Disclosures of Abuse;
• Responding to Abuse Policy – Operational Guidelines;
• Responding to Abuse – Guidelines for Pastoral Support People; and
• Responding to Abuse – Guidelines for Professional Support People.
28.27 PS 60 Professional Standards Reference Group, Meeting September 2003
28.28 PS 60B Professional Standards Reference Group, Meeting November 2003
28.29 PS 64 Child Protection Bulletin, June 2004
28.30 PS 69 Child Protection Policy October 2004
28.31 PS 74 Child Protection Update, May 2005
28.32 PS 87 Professional Standards Reference Group, Meeting November 2006
28.33 PS 90 Professional Standards Reference Group, Meeting February 2007
28.35 PS 102 Professional Standards Reference Group, Meeting August 2008
28.36 PS 104 Professional Standards Reference Group, Meeting November 2008
28.38 PS 107 Table 12: Required Lines for Reporting Concerns or Disclosures of Abuse in NSW & ACT Churches, v2.4. January 2009
28.39 PS 108 Required Lines for Reporting Concerns or Disclosures of Abuse in ACT Churches, v2.5. January 2009
28.40 PS 111 Professional Standards Reference Group, Meeting March 2009
28.41 PS 112 Professional Standards Reference Group, Meeting June 2009
28.42 PS 114 Safe Communities of Faith policy, August 2009
28.43 PS 130 Required Lines for Reporting Concerns or Risk of Significant Harm (ROSH) in NSW Churches Using the Mandatory Reported Guide (MRG), August 2010
28.44 PS 141 Professional Standards Reference Group, meeting November 2011
28.45 PS 142 Professional Standards Reference Group, meeting February 2012
28.46 PS 143 Letter from Professional Standards Director to parish chairperson in relation to 1800 abuse number, June 2012
28.47 PS 144 1800 Reporting Abuse poster, June 2012
28.48 PS 145 Information for Parishes on Reporting Child Abuse, June 2012
28.49 PS 147 Professional Standards Reference Group, Meeting August 2012
28.50 PS 153 Safe Communities of Faith policy, December 2012
28.51 PS 170 Safe Communities of Faith policy, June 2015
28.52 PS 175 Responding to Abuse policy, August 2015
28.53 PS 176 Guidelines for Reporting Child Abuse, August 2015
28.54 PS 177 Guidelines for Clergy Responding to Adult Disclosures of Abuse, August 2015
28.55 PS 178 Responding to Abuse Policy – Operational Guidelines, September 2015
28.56 PS 179 Responding to Abuse – Guidelines for Pastoral Support People, September 2015
28.57 PS 180 Responding to Abuse – Guidelines for Professional Support People, September 2015
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'.

1994:

Guidelines for responding to allegations of sexual abuse and sexual harassment within the Anglican Diocese of Canberra and Goulburn, June 1994:

Section 2. "The person making a complaint will normally be assured of confidentiality"

Section 3. "this assurance is not possible where children have been abused or a crime has taken place, that is, in cases where disclosure is required by law."

Section 6.ii. "Where the complainant prefers to have the complaint handled internally, they may make the request only that the harassment stop and the offender seek help."

Section 7. "If the allegations against a member of the clergy or laity are serious in the legal sense and the Bishop considers them to have substance, then he or she will disclose them to the appropriate legal authorities."

1995:

Since 1995 the NSW parishes in the Diocese have been required to report any such complaints to the police due to Section 316 of the NSW Crimes Act (concealment legislation).

However, it has more recently become apparent from the Diocesan review of Professional Standards files and procedures that prior to 2009 the complainant’s wishes were taken into account and there were cases of disclosed child sexual abuse perpetrated by active clergy which were not reported to the police at the time.

I believe that in known historical cases where it has been found that disclosures of abuse were not reported to the police, these reports have now been made.

1999-2000:

In 1999-2000 the Guidelines for responding to allegations of sexual abuse and sexual harassment within the Anglican Diocese of Canberra and Goulburn where reviewed, and there were no changes where made to the wording in relation to reporting to government authorities.

2001:

Clergy Discipline Ordinance 2001 the ‘Contact Officers’ under Section 14 were required to report “as required by law”.

2004:

The Professional Standards Ordinance 2004 process sets out reporting required by the temporal law in Sections 16, 17 & 23.
2011:
The Professional Standards Reference Group met in March, June, August and November. The relevant area was:

- Private Confession in relation to child abuse.

2011-2015:

Reporting to the police

The legislative requirement in NSW under S.316 of the Crimes Act 1900, has meant that the practice of the Professional Standards Director has been to report serious crimes to the police, regardless of the jurisdiction i.e. NSW and ACT.

In cases where the complainant does not consent to the report being made the police are informed of the wishes of the complainant. The complainant is also informed of their right to not engage in the police process in relation to the alleged crime of which they are the victim.

In relation to information disclosed in private confessions the current practice is to ensure that the clergy person follows the cannon for private confessions (1989) that does not allow for concealment of crimes.

2015 – “Reportable conduct” allegations to the NSW Ombudsman

In 2015 the Diocese has been made aware of the solicitor general’s advice to the NSW Ombudsman regarding “substitute residential care” i.e. that the jurisdiction of the Reportable Conduct scheme now applies to all agencies providing a certain type of overnight (3 or more nights) camping. This advice will mean a change of practice for all parishes and Diocesan entities. On behalf of the Head of Agency (the Bishop) the Professional Standards Director will ensure the Ombudsman’s scheme is adhered to in cases where allegations of reportable conduct are raised against employees and child related volunteers from September 2015.

29.1 PS 1B Canon on private confessions 1989 (as amended 2014)
29.2 PS 5 Guidelines for Responding to Allegations of Sexual Harassment and Abuse within the Diocese of Canberra and Goulburn, June 1994
29.3 PS 8 Sexual Harassment: Guidelines for Responding to Allegations of Sexual Harassment and Abuse Within the Anglican Diocese of Canberra and Goulburn, 1999 – 2000
29.4 PS 20 Clergy Discipline Ordinance 2001
29.5 PS 127 Professional Standards Reference Group, Meeting August 2010
29.6 PS 129 Fact Sheet on Private Confession with Special Reference to Child Sexual Abuse, June 2010
29.7 PS 132 Professional Standards Reference Group, Meeting November 2010
29.8 PS 137 Professional Standards Reference Group, Meeting March 2011
29.9 PS 139 Professional Standards Reference Group, Meeting June 2011
29.10 PS 184 FACT Sheet 2015 SMR – NSW Ombudsman Reportable Conduct Advice

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30. Notifying an alleged perpetrator of allegations against him or her.

1990
The Clergy Discipline Ordinance 1970 was the instrument by which a clergy person was ‘charged’, notification under this procedure was via a notification letter, signed by an informant from the Diocesan Registrar.

June 1994
Guidelines for responding to allegations of sexual abuse and sexual harassment within the Anglican Diocese of Canberra and Goulburn June 1994.

Section 6.i. a “conciliation” approach was utilized, usually managed by the appointed contact person. Under this section a report was sent to the respondent in writing as part of the conciliation.

Section 7. Where conciliation broke down the respondent was given a “Contact Officer’s report” in an interview with the Bishop.

1999-2000:
In 1999-2000 the Guidelines for responding to allegations of sexual abuse and sexual harassment within the Anglican Diocese of Canberra and Goulburn were reviewed, and there were no changes made to the wording in relation to notifying respondents.

2001:
In the Clergy Discipline Ordinance 2001 under Sections 14 & 15 a “Contact Officer” appointed by the process administrator (Diocesan Registrar or person appointed by Bishop-in-Council) were required to provide information to the respondent.

Section 17 of the Ordinance allowed for informal resolution of the complaint.

2004:
The Professional Standards Ordinance 2004 places the responsibility of informing respondent of the complaint to the Professional Standards Director.

2013:
The amendments to the Professional Standards Ordinance in 2013 in Section 10 A – Section 12 gave the Professional Standards Director, and where necessary the Professional Standards Committee, triage powers to determine whether a complaint is a grievance or a serious complaint.

As part of this process the respondent is informed in a notification meeting of the nature of the complaint.

Since 2013 the sound of the notification meeting between the Professional Standards Director and the Respondent has been recorded.

In sexually related complaints the respondent will only be informed of the information the Director has cleared with the police and any government authority. In some cases the respondent will only be informed that a complaint of a sexual nature has been made, that the nature of the complaint has led to the need for risk management steps to be put in place in line with the Diocesan Protocol for Safe Ministry to Persons of concern and that the matter has been given to the police.

Once the police and or government body has completed their relevant processes the diocesan Professional Standards Process resumes. At this time the full set of alleged breaches of the Code of Good Practice are
given to the respondent in writing.

| PS 1  | Clergy Discipline Ordinance 1970 |
| PS 5  | Guidelines for responding to allegations of sexual harassment and abuse within the Anglican Diocese of Canberra and Goulburn, June 1994 |
| PS 8  | Sexual Harassment: Guidelines for Responding to Allegations of Sexual Harassment and Abuse Within the Anglican Diocese of Canberra and Goulburn, 1999 – 2000 |
| PS 20 | Clergy Discipline Ordinance 2001 |
| PS 68 | Anglican Diocese Canberra and Goulburn Professional Standards Ordinance 2004 |
| PS 158B | Anglican Diocese Canberra and Goulburn Professional Standards Ordinance 2004 amended 2013 |
| PS 174 | Protocol for Safe Ministry to persons of concern, August 2015 |
31. Providing pastoral care and counselling to complainants and/or alleged perpetrators following allegations of child sexual abuse.

June 1994:
The Guidelines for responding to allegations of sexual harassment and sexual abuse (1994) set out guidelines and procedures for receiving and dealing with complaints of sexual abuse and sexual harassment committed by members of the Anglican Church of Australia within the Diocese of Canberra and Goulburn.

In the introduction the guidelines state: "These guidelines are intended to offer care and support for all people and not to protect the institution of the church or its reputation".

Section 5 outlines support for complainants.

Section 6 states: “that the accused may be advised to seek professional help”.

1999-2000:
In 1999-2000 the Guidelines for responding to allegations of sexual abuse and sexual harassment within the Anglican Diocese of Canberra and Goulburn were reviewed, and there were no changes where made to the wording in relation to supporting complainant and perpetrators.

2001:
In the Clergy Discipline Ordinance 2001 under Sections 14 & 15 “Contact Officers” appointed by the process administrator (Diocesan Registrar or person appointed by Bishop in council), provided support to each party.

2004:
The Professional Standards Ordinance 2004 reframed the role of the "Contact Officers" in Part D.

2013:
Professional Standards Ordinance 2004 (amendment 2013) renamed the "Contact Officer" in Part D — Section 15 to that of "support persons". The Bishop appoints the roles of ‘complainant carer’ and ‘respondent carer’, which support persons to navigate through the process.

2015:
In addition to the roles of ‘complainant carer’ and ‘respondent carer’ the current practice is to ensure psychologists are available to complainants and in many cases to respondents. The diocese pays for these professional psychological services.

As part of our Policy for Responding to Abuse the Diocese provides ‘appropriate support’ to all persons bringing forward a complaint in relation to abuse, including process support, pastoral support and professional help (therapy). A series of documents setting out this practice are currently being implemented.

In relation to counselling and support for known offenders, The Protocol for Safe Ministry to Persons of Concern sets out the practice of forensic risk assessment. In many cases continuing psychological help for a known offender who continues to interact with a parish is provided. Pastorally the known offender (person of concern) is placed on an Individual Safety Agreement that includes the involvement of the Bishop, Rector of the Parish, Wardens, an appropriate Monitoring or Accountability Group and the Professional Standards Director for continuing monitoring.
31.1 PS 5 Guidelines for responding to allegations of sexual harassment and abuse within the Anglican Diocese of Canberra and Goulburn, June 1994
31.2 PS 8 Sexual Harassment: Guidelines for Responding to Allegations of Sexual Harassment and Abuse Within the Anglican Diocese of Canberra and Goulburn, 1999 – 2000
31.3 PS 20 Clergy Discipline Ordinance 2001
31.4 PS 68 Anglican Diocese Canberra and Goulburn Professional Standards Ordinance 2004
31.5 PS 1588B Anglican Diocese Canberra and Goulburn Professional Standards Ordinance 2004 amended 2013
31.6 PS 174 Protocol for Safe Ministry to persons of concern, August 2015
31.7 PS 171 Professional Standards Reference Group, Meeting August 2015
31.8 PS 175 Policy for respond to abuse August 2015
31.9 PS 178 Policy for respond to abuse – operational guidelines August 2015
31.10 PS 1790 Responding to abuse – Guidelines for Pastoral Support People
31.11 PS 180 Responding to abuse – Guidelines for Professional Support People
Investigation

32. Investigating allegations of child sexual abuse.

1990:
The Clergy Discipline Ordinance 1970 was in force in 1990. Section 12 "Offenses" included those in which a clergy person was "convicted of an offense punishable by imprisonment for not less than 12 months or by a fine exceeding $200".

1994:
Guidelines for responding to allegations of sexual abuse and sexual harassment within the Anglican Diocese of Canberra and Goulburn June 1994:

Section 2. "The person making a complaint will normally be assured of confidentiality"

Section 3. "this assurance is not possible where children have been abused or a crime has taken place, that is, in cases where disclosure is required by law."

Section 6/ ii "Where the complainant prefers to have the complaint handled internally, they may make the request only that the harassment stop and the offender seek help."

Section 7. "If the allegations against a member of the clergy or laity are serious in the legal sense and the Bishop considers them to have substance, then he or she will disclose them to the appropriate legal authorities."

1999-2000:
In 1999-2000 the Guidelines for responding to allegations of sexual abuse and sexual harassment within the Anglican Diocese of Canberra and Goulburn were reviewed, and there were no changes made to the wording in relation to reporting to government authorities.

2001:
Clergy Discipline Ordinance 2001 the 'Contact Officers' under Section 14 were required to report "as required by law".

2003:
In June the Diocesan Bishop met with the newly formed Professional Standards Reference Group to replace the Child Protection and Sexual Harassment/Abuse Protocols Group. This group has continued to meet since that time. In 2003 the areas of focus were:

- Ensuring the diocese was meeting the proposed national standards in relation to child protection and sexual harassment/abuse;
- The refining of child protection policy documents; and
- The implementation of child protection workshops.
**2004:**

In January, May, September and November the Diocesan Bishop met with the Professional Standards Reference Group. The relevant area of focus was:

- The appointment of personnel required by the draft Professional Standards Ordinance; and
- The Professional Standards Ordinance.

Professional Standards Ordinance 2004 Section 17 outlines the reporting of offences to the appropriate authorities, as allegations of child abuse are always reportable, the practice of the Diocese is to report allegations of child abuse to the police and to the statutory child protection agency either in NSW or the ACT.

**2009:**

The Professional Standards Reference Group met in March, June, August and November. The relevant area was:

- Review of handling complaints under the Professional Standards Ordinance;
- Review of the Professional Standards Ordinance.

The Safe Communities of Faith policy was approved by Bishop-in-Council in August. This replaced the Building Safe Communities of Faith policy.

**2010:**

The Professional Standards Reference Group met in March, June, August and November. The relevant area was:

- Review of the Professional Standards Ordinance.

**2013:**

In the Professional Standards Ordinance amendment 2013 Section 23 makes it clear that the ‘temporal law’ takes precedence over the church Professional Standards Ordinance process.

**2015:**

The Professional Standards Ordinance flowchart used in the implementation of the process with complainants and respondents depicts the reporting of all child abuse matters to the appropriate authorities for investigation.

In cases where the police and/or government child protection agencies do not proceed with an investigation the Diocese will then proceed with its own Professional Standards Process and/or risk management process (the Safe Ministry to Persons of Concern protocol).

It is important to note that if there were a case where the complainant is still a child, the Diocese will not interview the child. Rather a person qualified to interview children would be contracted to conduct this interview with the consent of the child’s parents.
32.1 PS 1 Clergy Discipline Ordinance 1970
32.2 PS 5 Guidelines for responding to allegations of sexual harassment and abuse within the Anglican Diocese of Canberra and Goulburn, June 1994
32.3 PS 8 Sexual Harassment: Guidelines for Responding to Allegations of Sexual Harassment and Abuse Within the Anglican Diocese of Canberra and Goulburn, 1999 – 2000
32.4 PS 20 Clergy Discipline Ordinance 2001
32.5 PS 46 Professional Standards Reference Group, Meeting June 2003
32.6 PS 61 Professional Standards Reference Group, Meeting January 2004
32.7 PS 62 Professional Standards Reference Group Meeting May 2004
32.8 PS 111 Professional Standards Reference Group, Meeting March 2009
32.9 PS 112 Professional Standards Reference Group, Meeting June 2009
32.10 PS 114 Safe Communities of Faith policy, August 2009
32.11 PS 115 Professional Standards Reference Group, Meeting August 2009
32.12 PS 68 Anglican Diocese Canberra and Goulburn Professional Standards Ordinance 2004
32.13 PS 158b Anglican Diocese Canberra and Goulburn Professional Standards Ordinance 2004 amended 2013
32.14 PS 174 Protocol for Safe Ministry to persons of concern, August 2015
32.15 PS 183 PSO Flowchart
33. Imposing restrictions on an alleged perpetrator's duties or involvement with the Church pending resolution of an investigation.

2001:
The Clergy Discipline Ordinance 2001 Section 33.1 refers to the imposition of restrictions on an alleged perpetrator's duties or involvement with the church pending resolution of an investigation is the Clergy Discipline Ordinance 2001 Section 33.1.

S.33.1 Suspension of Church Workers pending Determination by the Tribunal

33.1 Upon the making of a Complaint and upon receipt of a report from the Chancellor the Bishop may with the concurrence of Bishop-in-Council suspend a Respondent from the duties of his or her office on full pay and all other entitlements at the expense of the Diocese unless otherwise agreed, until the determination of the matter and may make such arrangements for the performances of the duties of the office as the Bishop may deem proper.

2004:
In 2004 the Clergy Discipline Ordinance was replaced by the Professional Standards Ordinance. Section 40 provides the power to Bishop to suspend or write a prohibition order:

S.40 Power to Recommend Suspension or Prohibition Order
(1) At any time after the PSC has commenced an investigation of a Complaint under this Part J, or a BOI has been established in accordance with section 39, the PSC or a BOI as the case may be, may, after giving the Respondent an opportunity to be heard and an opportunity to take paid or unpaid leave instead of suspension, recommend to the relevant Church Authority one or more of the following: (a) that the Respondent should be suspended from the duties of office or employment by a Church Body; or (b) that a Prohibition Order be made against the Respondent.

(2) If a Respondent takes leave under this section, he or she must not engage in any ministry without the express written permission of the Bishop on the advice of PSC until the Complaint is resolved under this Ordinance 42.

S.41 Factors affecting recommendation to suspend or issue a Prohibition Order
Before making a recommendation under section 40 the PSC shall take into account:
(a) the seriousness of the conduct alleged in the Information;
(b) the nature of the material to support or negate the allegations;
(c) whether any person is at risk of harm;
(d) after consultation with any relevant Church Body or its representative, the effect on the Respondent, a relevant Church Body and on the Church of acting and of not acting under section 40; and
(e) any other allegation of similar conduct previously made to the PSC or to an Equivalent Body within the previous ten years; and may take into account any other relevant matter.

2014-2015:
Since November 2014 Interim Safety Measures have been implemented with all Persons Subject of Allegations in relation to sexual misconduct and/or abuse. These changes in practice were then established protocol through Bishop-in-Council in 2015.
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Discipline

34. Codes of conduct or expected behaviours for Church workers.

The Diocese has had an approved form of a Code of Conduct since 2003.

2002:

The Diocesan Bishop met with a new committee, the Child Protection and Sexual Harassment/Abuse Protocols Group in April. They embarked on various tasks from 2002 through to 2003. The relevant focus area was:


2004:

In January, May, September and November the Diocesan Bishop met with the Professional Standards Reference Group. The relevant areas of focus were:

- Comparing the Code of Good Practice with Faithfulness in Service; and
- Revision of the Code of Good Practice to align with Faithfulness in Service.

In October the Diocese circulated an updated Child Protection Policy template for parishes.

2005:

The Professional Standards Reference Group met in March, June, September and November. The relevant area of focus was:

- Revision and redrafting of the Code of Good Practice.

2006:

The Professional Standards Reference Group met in February, May, August and November. The relevant areas of focus were:

- The redrafting of the Code of Good Practice; and
- The dissemination of the Code of Good Practice.

2007:

The Professional Standards Reference Group met in February, May, August and November. The relevant area of focus was:

- Distribution of the Code of Good Practice.

In February the Diocesan Bishop wrote to all parishes advising that the Code of Good Practice had been approved and was to be embraced by those in ministry.

Also in February, the Child Protection Unit produced a Ministry Reference Guide for parishes, incorporating responsibilities related to recruitment and screening, reporting abuse and the Code of Good Practice.
2009:
The Professional Standards Reference Group met in March, June, August and November. The relevant area of focus was:
- Review of the Code of Good Practice.
In August a review committee commenced a review of the 2006 Code of Good Practice.
The Safe Communities of Faith policy was approved by Bishop-in-Council in August. This replaced the Building Safe Communities of Faith policy.

2010:
The Professional Standards Reference Group met in March, June, August and November. The relevant area of focus was:
- Review of the Code of Good Practice.

2011:
The Professional Standards Reference Group met in March, June, August and November. The relevant area of focus was:
- Code of Good Practice Update.

2012:
The Professional Standards Reference Group met in February, June, August and November. The relevant area of focus was:
- Code of Good Practice Update.

34.1 PS 27 Draft Code of Good Practice, May 2002
34.2 PS 33 Draft model Child Protection policy suggestion for parish use, July 2002
34.3 PS 43 Code of Good Practice Workshop outline, March 2003
34.4 PS 45 Code of Good Practice, April 2003
34.5 PS 46 Professional Standards Reference Group, Meeting June 2003
34.6 PS 56 Letter from Bishop Browning to Mr Garth Blake, August 2003
34.7 PS 61 Professional Standards Reference Group, Meeting January 2004
34.8 PS 62 Professional Standards Reference Group Meeting May 2004
34.9 PS 69 Child Protection Policy October 2004
34.10 PS 70 Professional Standards Reference Group Meeting November 2004
34.11 PS 73 Professional Standards Reference Group, Meeting March 2005
34.12 PS 75 Professional Standards Reference Group, Meeting June 2005
34.13 PS 77 Professional Standards Reference Group, Meeting September 2005
34.13 PS 78 Professional Standards Reference Group, Meeting November 2005
34.14 PS 79 Professional Standards Reference Group, Meeting February 2006
34.15 PS 83 Professional Standards Reference Group, Meeting May 2006
34.16 PS 85 Professional Standards Reference Group, Meeting August 2006
34.17 PS 86 Diocesan Code of Good Practice, August 2006
34.18 PS 87 Professional Standards Reference Group, Meeting November 2006
34.19 PS 90 Professional Standards Reference Group, Meeting February 2007
34.20 PS 93 Letter from Diocesan Bishop to parishes, Code of Good Practice, February 2007
34.22 PS 111 Professional Standards Reference Group, Meeting March 2009
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<td>PS 113 Summary of Record of Meeting of Committee to Review The Diocesan Code of Good Practice, August 2009</td>
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<td>34.27</td>
<td>PS 119 Professional Standards Reference Group, Meeting March 2010</td>
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<td>PS 125B Code of Good Practice, May 2010</td>
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<td>PS 126 Professional Standards Reference Group, Meeting June 2010</td>
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<td>PS 127 Professional Standards Reference Group, Meeting August 2010</td>
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<td>PS 137 Professional Standards Reference Group, Meeting March 2011</td>
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<td>34.32</td>
<td>PS 138 Towards Restoration Protocol, June 2011</td>
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<td>34.33</td>
<td>PS 139 Professional Standards Reference Group, Meeting June 2011</td>
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<td>PS 140 Professional Standards Reference Group, Meeting August 2011</td>
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<td>PS 142 Professional Standards Reference Group, Meeting February 2012</td>
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<td>34.36</td>
<td>PS 147 Professional Standards Reference Group, Meeting August 2012</td>
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<td>34.37</td>
<td>PS 153B Code of Good Practice, February 2013</td>
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35. Conducting disciplinary proceedings in respect of Church workers against whom:

a. allegations of child sexual abuse have been made, or

There have been disciplinary proceedings ordinances in relation to “offenses” which allowed for allegations to be made against Clergy from 1990 to 2004. Concurrently there were also the Sexual Harassment protocols of 1994 and 1999-2000 which provided for informal and formal proceedings against all church workers (clergy and lay).

These processes have been aimed at providing all parties natural justice.

1990:
Clergy Discipline Ordinance 1970

1994:
Clergy Discipline Ordinance (amendment 1994)
Guidelines for responding to allegations of sexual harassment and abuse within the Anglican Diocese of Canberra and Goulburn, June 1994

1999
Sexual Harassment: Guidelines for Responding to Allegations of Sexual Harassment and Abuse Within the Anglican Diocese of Canberra and Goulburn, 1999 – 2000

2001:
Clergy Discipline Ordinance 2001

2003:
Professional Standards Provisions (Delegation) Ordinance, September 2003

2004:
In 2004 (revised in 2013) the Professional Standards Ordinance replaced the two separate processes and brought them together as a disciplinary process for all breaches of the Code of the Good Practice of the Diocese, both lay and clergy. In Standard 2 of Code of Good Practice of the diocese – all types of abuse including sexual abuse are prohibited.

2015:
The Professional Standards Ordinance flowchart used in the implementation of the process with complainants and respondents depicts the disciplinary process for responding to all allegation of child abuse and other serious breaches of the Code of Good Practice.

In cases where the police and or government child protection agency do not proceed with an investigation the Diocese with then proceed with its own Professional Standards Process and/ or risk management process in terms of Safe Ministry to Persons of Concern.
It is important to note that if there were a case where the complainant is still a child, the Diocese will not interview the child. Rather if this is ever necessary a person qualified to interview children would be contracted to the child with the consent of parents.

b. allegations have been made in relation to the way a complaint of child sexual abuse has been handled.

Prior to 2004 the Clergy Discipline Ordinances were focussed on actions of commission and prior to 2015 no processes have been run in relation to the conduct of a church worker in relation to the way a complaint of child sexual abuse has been handled

- 35.1 PS-1 Clergy Discipline Ordinance 1970
- 35.2 PS 5 Guidelines for responding to allegations of sexual harassment and abuse within the Anglican Diocese of Canberra and Goulburn, June 1994
- 35.3 PS 8 Sexual Harassment: Guidelines for Responding to Allegations of Sexual Harassment and Abuse Within the Anglican Diocese of Canberra and Goulburn, 1999–2000
- 35.4 PS 20 Discipline Ordinance 2001
- 35.5 PS 3 Clergy Discipline Amendment Ordinance 1994
- 35.6 PS 20 Discipline Ordinance 2001, October 2001
- 35.7 PS 58 Professional Standards Provisions (Delegation) Ordinance, September 2003
- 35.8 PS 68 Professional Standards Ordinance, June 2004
- 35.9 PS 158B Professional Standards Ordinance 2004, Amended 2013
- 35.10 PS 183 PSO Flowchart
36. Church law offences that apply in your Diocese to matters concerning child sexual abuse and the handling of complaints of child sexual abuse.

We have had various instruments for the discipline of clergy in place in our Diocese since 1990. The following provides an outline of the various discipline instruments related to the points above from the year 1990 to the present day.

1990:
Clergy Discipline Ordinance 1970 Offences.
Section 12 states:
12. A clergyman
(a) who is guilty of unchastity;
(b) who is an habitual drunkard;
(c) who, after being warned by the Bishop not to do so, habitually and wilfully neglects his ministerial duties;
(d) who becomes bankrupt or insolvent, applies to take the benefit of any law for the relief of bankrupt or insolvent debtors, compounds with his creditors or makes an assignment of his remuneration for their benefit;
(e) who wilfully fails to pay his debts;
(f) who is guilty of conduct disgraceful in a clergyman and productive or likely to become productive, of scandal or evil report; or
(g) who is convicted of an offence punishable by imprisonment for not less than twelve months or by a fine exceeding two hundred dollars;
commits an offence punishable under this Ordinance

1994:
An amendment to the Clergy Discipline Ordinance 1970, which amended language to include gender-neutral language. All offences remained the same as the 1970 Ordinance.

2001:
Discipline Ordinance 2001 offences relate:
• A breach of the terms of a licence;
• A conviction before the temporal court;
• Abuse of Authority including:
  o Breach of the Code of Good Practice;
  o Unwelcome conduct, which includes:
    o Harassment, whether sexual or otherwise;
    o Unwelcome conduct including physical, visual, verbal or non-verbal conduct which is uninvited, which makes the person feel offended, humiliated or intimidated and where that reaction is reasonable in the circumstances and includes normal behaviour:
      ▪ which is accompanied by a threat or implied threat, benefit or promise such as sexual blackmail;
      ▪ or which creates a hostile environment.

2004:
Professional Standards Ordinance offences:
1. Where a person claims that a Church Worker has committed a serious breach of a provision of the Code of Good Practice, he or she may make a Complaint to the Director under this Ordinance.

2. Where a person claims that a member of the clergy or a licensed lay person has committed a serious breach of a term of his or her licence, he or she may make a Complaint to the Director under this Ordinance.

3. Where a person claims that a member of the clergy or a licensed lay person has taught doctrine that is contrary to the Doctrines of this Church or has otherwise committed any breach of faith, ritual, ceremonial or discipline, he or she may make a Complaint to the Director under this Ordinance. Such a Complaint shall be called a Special Complaint.

4. Where a Complaint under this section relates to alleged conduct of a Church Worker involving Sexual Harassment or Assault, Sexually Inappropriate Behaviour, alleged inappropriate or unreasonable conduct or omission of a worker who had knowledge of the conduct of another Church Worker involving Sexual Harassment or Assault, or Sexually Inappropriate Behaviour or an alleged Process Failure, the Complaint shall be called a Sexually Related Complaint.

Dictionary:

**Serious or seriously:** with respect to a breach of the Code of Good Practice means a breach which, if found to have occurred, may result in a temporary suspension, limitations placed on ministry, revocation of licence or deposition from holy orders of the Respondent.

**Sexual Assault:** conduct involving the use of emotional or physical intimidation or violence to force another person to engage in sexual activity;

**Sexual Harassment:** unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances. Many kinds of behaviour can amount to sexual harassment if they offend or intimidate another person:

(a) jokes, gestures, displays of offensive pictures;

(b) telephone or e-mail messages;

(c) physical contact or expressions of affection that are not reciprocated;

(d) implicit or explicit demands of a sexual nature;

(e) refusing to leave another person alone when requested;

(f) observation (such as by a “peeping Tom”).

Sexual harassment does not arise in the context of choice and mutual consent;

**Sexually Related Complaint:** see sub-section 11(4);

**Sexually Inappropriate Behaviour:** conduct of a sexual nature which is regarded by right thinking members of the Church in the Diocese as disgraceful and inconsistent with the standards to be observed by a Member of the Clergy or a Church Worker.

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36.1 PS 1 Clergy Discipline Ordinance, 1970
36.2 PS 3 Clergy Discipline Amendment Ordinance 1994
36.3 PS 20 Discipline Ordinance 2001, October 2001
36.4 PS 58 Professional Standards Provisions (Delegation) Ordinance 2003
36.5 PS 68 Professional Standards Ordinance, June 2004
36.6 PS 158B Professional Standards Ordinance 2004, Amended 2013
37. The standard of proof applied in your Diocesan disciplinary proceedings relating to child sexual abuse matters.

1990:

The Clergy Discipline Ordinance 1970 section 18 states:

Procedure otherwise than on a plea of guilty:

18. (1) Where the defendant does not, by an answer, admit that he is guilty of an offence, the Tribunal shall sit, on the day and at the time and place fixed under sub-section (3) of section 16 of this Ordinance, for the purpose of trying the defendant for the offence.

(2) Where the defendant does not appear before the Tribunal on the trial —

(a) the Tribunal may, on proof that notice of the date time and place fixed under sub-section (3) of section 16 of this Ordinance has been duly served on the defendant, proceed with the trial in the absence of the defendant; or

(b) the Tribunal may adjourn the trial.

(3) On the trial of a defendant for an offence, the Tribunal shall afford the informant and the defendant, if present, opportunities to —

(a) give evidence,

(b) call witnesses,

(c) examine or cross examine witnesses, and

(d) address the Tribunal

(4) Subject to this Ordinance, the proceedings before the Tribunal shall be conducted as nearly as practicable as if it was the trial of an offence against a law of the Commonwealth punishable summarily.

2001:

Discipline Ordinance 2001 section 26.4 states:

Contested facts before the Tribunal must be proved on the balance of probabilities.

2004 – current:

The standard of proof required for the Professional Standards Committee to sustain a complaint under The Professional Standards Ordinance (amendment 2013) is the civil standard of proof of “on the balance of probabilities is the alleged conduct more likely to have occurred than not”.

The Professional Standards Board must also establish FACT in the hearing, based on the civil standard of proof.

37.1 PS 1 Clergy Discipline Ordinance, 1970
37.2 PS 20 Discipline Ordinance 2001, October 2001
37.3 PS 58 Professional Standards Provisions (Delegation) Ordinance 2003
37.4 PS 68 Professional Standards Ordinance, June 2004
37.5 PS 158B Professional Standards Ordinance 2004, Amended 2013
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.

2004:
In August 2004 the Senate Community Affairs Committee Report, Forgotten Australians, was released. The recommendations in the report were considered at Synod and a number of resolutions were made. These were discussed by the Professional Standards Reference Group in September 2004 and actions taken.
The Professional Standards Reference Group met in January, May, September and November. The relevant area of focus was:

- Response to the “Forgotten Australians” Report.

2005:
The Professional Standards Reference Group met in March, June, September and November. The relevant area of focus was:

- Follow up on the “Forgotten Australians” Report.

2006:
The Professional Standards Reference Group met in February, May, October and November. The relevant area of focus was:

- Follow up on the “Forgotten Australians” Report.

2007:
The Professional Standards Reference Group met in February, May, August and December. The relevant area of focus was:

- Process for responding to an allegation of historic abuse.

2008:
The Professional Standards Reference Group met in March, June, August and November. The relevant area of focus was:

- Claims for financial settlement as a result of abuse.

2010:
The Professional Standards Reference Group met in March, June, August and November. The relevant area of focus was:
• Protocol for responding to and supporting survivors of abuse.

2011:
The Professional Standards Reference Group met in March, June, August and November. The relevant area of focus was:
• Protocol for responding to and supporting survivors of abuse.

2012:
The Professional Standards Reference Group met in February, June, August and November. The relevant areas of focus were:
• Protocol for Supporting Survivors of Abuse; and
• Towards Restoration Protocol.

2013:
The Professional Standards Reference Group met in April, September and November. The relevant area of focus was:
• Towards Restoration Protocol amendments.

2014:
The Professional Standards Reference Group met in March, May, August and November. The relevant areas were:
• Strategy for following up victims of historic abuse; and
• Review of Towards Restoration Protocol.

2015:
The Professional Standards Reference Group met in May and August. The relevant areas of focus were:
• Strategy for following up victims of historic abuse; and
• Review of Towards Restoration Protocol.
The Towards Restoration Protocol was updated in June 2015.
The Towards Restoration Protocol was updated again in August 2015.

38.1 PS 65 Recommendations from the Senate Community Affairs Committee Report, Forgotten Australians
38.2 PS 66 2004 Resolutions of Synod, Diocese of Canberra and Goulburn
38.3 PS 67 Notes from Professional Standards Reference Group, September 2004
38.4 PS 70 Professional Standards Reference Group, Meeting November 2004
38.5 PS 77 Professional Standards Reference Group, Meeting September 2005
38.6 PS 78 Professional Standards Reference Group, Meeting November 2005
38.7 PS 79 Professional Standards Reference Group, Meeting February 2006
38.8 PS 83 Professional Standards Reference Group, Meeting May 2006
38.9 PS 99 Professional Standards Reference Group, Meeting December 2007
38.10 PS 101 Professional Standards Reference Group, Meeting June 2008
38.11 PS 132 Professional Standards Reference Group, Meeting November 2010
38.12 PS 137 Professional Standards Reference Group, Meeting March 2011
38.13 PS 138 Towards Restoration Protocol, June 2011
38.14 PS 139 Professional Standards Reference Group, Meeting June 2011
38.15 PS 147 Professional Standards Reference Group, Meeting August 2012
38.16 PS 148 Professional Standards Reference Group, Meeting November 2012
38.17 PS 159 Professional Standards Reference Group, Meeting November 2013
38.18 PS 163 Professional Standards Reference Group, Meeting May 2014
38.19 PS 164 Professional Standards Reference Group, Meeting August 2014
38.20 PS 165 Professional Standards Reference Group, Meeting November 2014
38.21 PS 166 Professional Standards Reference Group, Meeting May 2015
38.22 PS 167 Towards Restoration Protocol, June 2015
38.23 PS 171 Professional Standards Reference Group, Meeting August 2015
38.24 PS 173 Towards Restoration Protocol, August 2015
Risk management

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

The Diocese has had no written policy in relation to the notification of Church members.

2012 – current:
The current practice is that any notice to be given to all church members is carefully written in consultation with the Bishops, Chancellor, Professional Standards Director and Director of Safe Communities. Where the Church Worker is also a member of the clergy the notice is usually read out by a Bishop after services on a Sunday with pastoral support made available. No written material is provided to parishioners. In instances where the church worker is a lay person, the notice or information may be restricted to the Parish Council. The level of detail is carefully decided so as to protect the pastoral needs of victim/s and the parish.
40. Risk managing known or alleged offenders involved in the Diocese as Church workers or Church members.

2003:
In February the Diocese promulgated the Known Offender Molestation/Sexual Abuse Exclusion clause from our insurer and provided guidelines to assist parishes in risk management of known offenders.

2005:
The Professional Standards Reference Group in March, June, September and November. The relevant areas of focus were:
- Policy concerning convicted offenders in congregations; and
- Sex Offenders Protocols – notification processes.

2006:
The Professional Standards Reference Group met in February, May, October and November. The relevant area of focus was:
- Professional Standards Commission, model guidelines for known sex offenders.

2007:
The Professional Standards Reference Group met in February, May, August and November. The relevant area of focus was:
- Professional Standards Commission, model guidelines for known sex offenders.

2008:
The Professional Standards Reference Group met in March, June, August and November. The relevant areas were:
- Model guidelines for known sex offenders;
- Preliminary Report from the Doctrine Commission Concerning Theological Issues Surrounding Sexual and Other Forms of Abuse; and
- National Register.

2009:
The Professional Standards Reference Group met in March, June, August and November. The relevant areas were:
- Report on Child Sexual Abuse in the Anglican Church; and
- National Register.
2010:
The Professional Standards Reference Group met in March, June, August and November. The relevant area of focus was:
- The General Synod revised guidelines for parishes where there is a risk of sexual abuse.
A comparative chart was developed to explore similarities and differences between the existing Diocesan Covenant for Persons of Concern and the Revised Guidelines from General Synod.
The revised guidelines were adopted and adjusted for the Diocese.

2012:
The Professional Standards Reference Group met in February, June, August and November. The relevant area of focus was:
- Protocol for Safe Ministry to Persons of Concern.

2013:
The Professional Standards Reference Group met in April, September and November. The relevant area of focus was:
- National Register.

2015:
A revised version of Protocol for Safe Ministry to Persons of Concern was approved by Bishop-in-Council in June 2015.
An amendment was made to the Diocesan Governance Ordinance in September to include Work, Health & Safety considerations including requirements for responding to Persons of Concern.

40.1 PS 38 Known offenders Molestation/Sexual Abuse Exclusion, February 2003
40.2 PS 39 Guidelines to Assist in Risk management – Known Offenders Molestation/Sexual Abuse Exclusions, February 2003
40.3 PS 73 Professional Standards Reference Group, Meeting March 2005
40.4 PS 75 Professional Standards Reference Group, Meeting June 2005
40.5 PS 76 Protocol for convicted offenders in congregations, May 2005
40.6 PS 87 Professional Standards Reference Group, Meeting November 2006
40.7 PS 88 Professional Standards Commission, Model Guidelines for Pastoral Supervision and support of known and suspected sexual abusers in parishes, December 2006
40.8 PS 96 Professional Standards Reference Group, Meeting May 2007
40.9 PS 101 Professional Standards Reference Group, Meeting June 2008
40.10 PS 102 Professional Standards Reference Group, Meeting August 2008
40.11 PS 115 Professional Standards Reference Group, Meeting August 2009
40.12 PS 119 Professional Standards Reference Group, Meeting March 2010
40.13 PS 124 Professional Standards Commission, Revised Guidelines for Parish Safety Where There is a Risk of Abuse by a Person of Concern, October 2009
40.15 PS 126 Professional Standards Reference Group, Meeting June 2010
40.16 PS 127 Professional Standards Reference Group, Meeting August 2010
40.17 PS 128 Comparison of suggested Agreement in Revised Guidelines with Current Covenant, March 2010
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<td>PS 182 Governance of the Diocesan Ordinance Amendment Ordinance, 2015, September 2015</td>
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41. Identifying any other victims of known or alleged offenders.

To my knowledge prior to 2012 there had been no attempt to identify other victims of known or alleged offenders.

2012:
At the request of the Anglican General Synod Royal Commission Working Group, the then Safe Ministries Unit undertook a review of all case files of Professional Standards matters. This review revealed cases where victims of a known offender had not been offered appropriate pastoral care and/or redress from the Diocese.

Over 2015 Diocese has begun to make contact with the victims of known offenders to offer such support and redress. In some cases this has included working with the NSW and ACT police.

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.

2009-11:
The independent companies, Safe Ministry Resources (SMR) and CMI Vocational Training, was contracted to provide training, policy consultation, pastoral care services to victims and to perform investigative work leading to disciplinary proceedings. As part of this arrangement independence in investigations has been maintained as personal conflicts of interest have been able to be declared and managed.

As part of its disciplinary processes the Diocese pays for pastoral care services for the alleged offender from a carer acceptable to the alleged offender and independent from the disciplinary process.

2012:
An independent barrister was engaged by the Diocese to advise the Professional Standards Director in the preparation of material pertaining to disciplinary proceedings.

2015:
The Professional Standards Committee instituted a declaration of conflict of interest at the commencement of each meeting on a case-by-case basis.

The Professional Standards Board instituted a signed affirmation of the absence of conflict of interest at the commencement of each meeting on a case-by-case basis.
Information-sharing and record-keeping

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:

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.

The Diocese maintains records of any information about child sexual abuse made known from the Diocese, parishes, para-church youth groups (Synergy Youth) and church institutions (schools and Anglicare).

The amount of detail recorded and method of record-keeping varies according to the group. Information related to allegations and complaints of child sexual abuse in all groups above with the exception of schools and Anglicare, is managed by the Office of the Professional Standards Director. Information from schools is released to the Diocese to varying ways. In Diocesan schools, all information held by the school is released to the Diocese through the Office of the Professional Standards Director. In the case of company schools limited information about the allegations is made available through either the Bishop or the Office of the professional Standards Director.

The method of record keeping used includes:

An electronic spread sheet with an allocated code. The only personnel who have access to the spreadsheet are the Professional Standards Director and the Director of Safe Communities.

Hard copies of all information collected in relation to matters. These are kept in an appropriately coded folder and stored in a locked filing cabinet in a locked office. The only personnel who have access to files are the Professional Standards Director, the Director of Safe Communities and the Executive Support Officer for the Professional Standards Director and the Director of Safe Communities.

Electronic copies of all information in hard copy files are scanned and indexed by the Executive Support Officer and stored in a folder that can only be accessed by the Professional Standards Director, the Director of Safe Communities and their Executive Support Officer.

These records are updated as new information comes to light or when actions are taken by the Professional Standards Director or the Director of Safe Communities.

Information stored in these files can only be shared with the Diocesan Bishop, the Assistant Bishop and the Registrar. Information is shared through a verbal briefing on a weekly or fortnightly basis to those holding these positions.

Information sharing also occurs with the police. In this case, the police receive hard or electronic copies of any information they request in relation to a clergy person or lay person about whom an allegation is made.

Where the allegations relate to current concerns about a child, information is shared with Care and Protection Services, Department of Community Services and the Ombudsman's office as required.

The Tri-Diocesan Covenant referred to earlier in this submission has had no impact on the record keeping of the Diocese.
44. Information-sharing about or related to instances and allegations of child sexual abuse between your Diocese and:

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).

No formal policies have existed in relation to information sharing. However, since my installation as Bishop of the Diocese in 2009 I have done whatever has been necessary to inform other relevant institutions of our concerns related to 'persons of concern', when that 'person of concern' has become involved in their churches.

At this stage we have shared information as above with:

- The Dioceses of Grafton, Gippsland, Melbourne, Sydney, Tasmania;
- The Diocese of Ely, in the United Kingdom; and
- The National Catholic Professional Standards Office, the Professional Standards Officer for the Archdiocese of Canberra and the Lutheran Church of Australia

Further:

- Within the Anglican Church, General Synod has established the Professional Standards Network which has established a high level of information sharing between dioceses.
- In the parts of our Diocese lying in NSW Section 16a of the Child and Young Persons Care and Protection Act 1998 allows for information sharing between government and non-government agencies for the protection of a child or group of children. We have used and will continue to use this provision to facilitate sharing of information.

The Tri-Diocesan Covenant referred to earlier in this submission has had no particular impact on information-sharing by the Diocese. It is my view that should information regarding allegations of child sexual abuse that relate to the Dioceses of Bathurst and the Riverina become known in my Diocese that it would be shared with their respective officers for appropriate action.
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:

a. each other

b. any of the institutions or bodies listed in sub-paragraphs 44 (a) to (e).

Since my installation as Bishop of the Diocese in 2009 I have been proactive in ensuring that information sharing in relation all instances and allegations of child sexual abuse has been transparent and accountable between parishes and between our other entities so as to ensure that all children are protected.

In 2012 Bishop in Council endorsed the Protocol for Safe Ministry to Persons of Concern.

In 2015 the position of 'Director of Safe Communities', as described in paragraph 43 was established to ensure appropriate information sharing within the diocesan entities and also with other entities outside the diocese.

In May 2016 Bishop in Council endorsed the Protocol for Sharing Intelligence within Diocesan Agencies. This protocol established the manner in which authorized personnel could share information about a person's past or current behaviours that may place an individual, the Diocese or a Diocesan Agency at risk. This protocol is included in Appendix B.

The Tri-Diocesan Covenant referred to earlier in this submission has had no particular impact on information-sharing by the Diocese. It is my view that should information regarding allegations of child sexual abuse that relate to the Dioceses of Bathurst and the Riverina become know in my Diocese that it would be shared with their respective officers for appropriate action.

45.1 PS 152 Protocol for Safe Ministry to Persons of Concern, 2012
INQUIRIES AND REVIEWS

46. Details of any past inquiries into instances and allegations of child sexual abuse in the Diocese, including the:
   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.

2007:
The Diocese participated in the Study of Reported Child Sexual Abuse in the Anglican Church in 2007.
The aims of this study were to:
   - Understand the characteristics of accused persons and complainants and the circumstances of the offence;
   - Ascertain patterns of abuse in relation to similarities or differences in gender and age of the child complainants; and
   - Inform the Church on what steps could be taken towards better prevention of sexual abuse within church communities.

The Report which was completed in 2009 made 8 recommendations. The Diocese implemented each of the recommendations. Our implementation strategy was communicated to all clergy in the Diocese. The Professional Standards Reference Group met in February, May, August and December. The relevant areas were:
   - Report on Child Sexual Abuse in the Anglican Church.

2010:
The Professional Standards Reference Group met in March, June, August and November. The relevant area of focus was:
   - Report on Child Sexual Abuse in the Anglican Church.

46.1 PS 95 Professional Standards Commission, Request to partake in Study of reported Child Sexual Abuse in the Anglican Church, April 2007
46.2 PS 115 Professional Standards Reference Group, Meeting August 2009
46.3 PS 119 Professional Standards Reference Group, Meeting March 2010
46.4 PS 122 Our Diocese: Screening for Safe Leaders, February 2010

47. Details of any independent reviews of, or legal challenges to, your Diocese's professional framework or processes.

I received a letter in 2009 from the Reverend McDowell requesting a meeting with me as Diocesan Bishop. In 2004 the Reverend McDowell had been the respondent in a matter that came before the Professional Standards Committee regarding allegations of child sexual abuse. The allegations were not
able to be substantiated. The Reverend McDowell wished to complain to me about the conduct of the Diocese in its investigation. The Reverend McDowell furnished me with a copy of a letter from his legal practitioner dated 2008. In September 2010, the Diocese engaged the services of legal counsel to undertake an independent review of the Professional Standards Ordinance process as applied to the Reverend McDowell. The review was completed and identified that:

a. The Professional Standards Director of the time failed to report in writing on the progress of consideration of the complaint to the Reverend McDowell;

b. The Professional Standards Committee did not deliver a copy of the complaint to the Reverend McDowell;

c. The Professional Standards Committee failed to afford procedural fairness to the Reverend McDowell by failing to fully inform him of the allegations made against him; and

d. The Professional Standards Committee exceeded its authority in recommending that any renewal of the Reverend McDowell’s licence be conditional upon him undertaking certain supervision.

Subsequently, the Diocese settled with the Reverend McDowell.

47.1 I&R-1 Letter from Barker & Barker to Bishop Stuart Robinson, March 2009
47.2 I&R-2 Letter from Barker & Barker to the Reverend McDowell, September 2008
47.3 I&R-3 Agreement between Reverend McDowell and the Diocese, September 2010
47.4 I&R-4 Review of the Professional Standards process involving the Reverend McDowell from 1 September to 22 November 2004 completed in October 2010
48. Your processes and procedures, if any, in relation to recording statistical data on child sexual abuse in your Diocese.

My professional standards personnel retain records related to incidents of child sexual abuse in our Diocese. This data was consolidated and stored in a spreadsheet in 2013 when they completed a case review of all matters related to child sexual abuse. This spreadsheet is retained both electronically and in hard copy with access restricted to professional standards personnel and made available to senior diocesan personnel upon request.

49. Your involvement in any research or study on sexual offending against children in your Diocese, and the results of any such research.

Whilst my professional standards personnel reflect on the area of sexual offending against children and undertake professional development on a regular basis, our Diocese has not completed any formal research or study into the area. It has, however, participated in the Royal Commission’s Data Collection Project which has run throughout 2016.
50. Any dialogue you have sought or engaged in with government for changes to civil or criminal law affecting professional standards matters.

We have not engaged with government for changes to civil or criminal law affecting professional standards matters. We do however willingly comply with the standards set by the law, both statutory and case.

51. Your understanding of any historical or current challenges facing your Diocese in relation to any of the above matters.

We know that there have been people who have abused children within the aegis of the Diocese of Canberra and Goulburn. Some of these have been clergy, while some were lay-people. This has meant that over the years of my episcopacy I have had to institute comprehensive reviews of our files to discern if there were either abusers or their victims that we needed to engage with; to either (if an abuser) refer to the appropriate authorities and then deal with under our own discipline legislation, or (if a victim) seek to provide redress.

I have sought to be active in this, particularly in being available to victims to listen to their stories and provide an apology for the damage done to them and financial and pastoral/counselling assistance.

The key challenges facing my Diocese then can be summarised by four cascading imperatives:

1. Continuing to formulate an approach to professional standards that takes the gravity of past situations into forthright account without becoming unwieldy by capturing issues that can and should be dealt with by more expeditions means;
2. Continuing to respond to those hurt by actions and inactions of those associated with the Diocese in victim centred ways. This will involve continuing to adapt our institutional responses as more is learned about abuse and its effects;
3. Provisioning appropriately so that victim centred responses may be made. This will include ensuring that:
   a. Financial resources that can be used to fund the monetary component of our redress scheme are set aside, and
   b. The staff and other human resources needed to administer the system and care for those seeking redress are deployed.
4. Responding to cases of historical abuse in a timely and effective manner given the human resources available.