



CPSSL

CATHOLIC PROFESSIONAL STANDARDS

HEARING

HEALING

HOPE

Catholic Social Services National Conference

23 February 2018

Sheree Limbrick, CEO

Who is Catholic Professional Standards Ltd (CPSL)

- ▶ A professional Board of Directors governs the day to day functions of the Company
 - ▶ Patricia Faulkner AO
 - ▶ Geoffrey Giudice AO
 - ▶ Michael Lavarch AO
 - ▶ Dr Robyn Miller
 - ▶ Dr Ruth Shean
 - ▶ Dr Kerrie Tuite
 - ▶ John Watkins AM

Mission & purpose of CPSL

To promote the dignity & welfare of all persons who come into contact with the Church & its works, especially the young & vulnerable.

Mission & purpose of CPSL

Through the establishment of, & compliance with, national professional standards, the Church leadership seeks to promote accountability, transparency & trust in the life of the Church & its contribution to society.

Changing culture

FOUR ELEMENTS

- ▶ AWARENESS
- ▶ ACCOUNTABILITY
- ▶ CONSISTENCY
- ▶ COMPASSION

*Archbishop Mark Coleridge,
Evidence to Royal Commission,
Feb 2017*

The tasks ahead

- ▶ Four important pieces of work are underway:
 1. Drafting of **CPSL Standards for the protection of children & young people** (Royal Commission 10 Standards, incl specific recommendations for religious institutions & 'Catholic' elements)



NOW

The 10 Standards

1. Child safety is embedded in leadership, governance & culture
2. Children participate in decisions affecting them & are taken seriously
3. Families & communities are informed & involved
4. Equity is promoted & diversity respected

The 10 Standards

5. People working with children are suitable & supported
6. Processes to respond to complaints of child sexual abuse are child (complainant) focussed
7. Staff are equipped with the knowledge, skills & awareness to keep children safe through continual education & training

The 10 Standards

8. Physical & online environments minimise the opportunity for abuse to occur
9. Implementation of child safe standards is continuously reviewed & improved
10. Policies & procedures document how the institution is child safe

The tasks ahead

► Four important pieces of work are underway:

1. Drafting of **CPSL Standards for the safeguarding of children & young people** (Royal Commission 10 Standards, incl specific recommendations for religious institutions & 'Catholic' elements)
2. Development of potential audit/assessment models & funding/cost models
3. Broad national consultation with all stakeholders about the content of the Standards & the audit/assessment models
4. Pilot standards & audit approach in a sample of Church entities



NOW



March -
July

For Catholic Social Services

- ▶ Continue your focus on safeguarding in your organisation
 - ▶ for Victoria this is the Child Safe Standards
 - ▶ for others, look to the Royal Commission 10 Standards (Vol 6)
- ▶ Give us feedback on the draft Standards
- ▶ Self-attestation as an interim measure
- ▶ Interoperability with other compliance/accreditation regimes

Issues of concern/areas for possible national prescriptive approach

- ▶ Code of Conduct – review of Integrity in Ministry & Integrity in Service of the Church
- ▶ Complaint management – review of Towards Healing & Melbourne Response
- ▶ Credentialing & management of movement for clergy & religious – review ACMR
- ▶ Specific guidance for recruitment, screening & support for overseas clergy/religious

Issues of concern/areas for possible national approach

- ▶ Ongoing development of healing & support services for survivors & families
- ▶ Management (& support) for respondents & offenders & those on ministry restrictions
- ▶ Records management
- ▶ Information sharing between & across Church entities (on a range of issues)

Issues of concern/areas for possible national approach

- ▶ Clinical supervision & on-going formation for clergy & religious
- ▶ Development of appropriate safeguarding modules/curriculum for use in seminaries & religious formation

Our ongoing focus

- ▶ CPSL will provide ongoing training, support & expert advice to support all Church entities to meet required standards & improve practices
- ▶ CPSL will oversee audits of compliance in Catholic entities
- ▶ CPSL will publicly report the findings of audits

Our ongoing focus

- ▶ CPSL will publicly report complaint rates & other data, continuing practices established during the Royal Commission
- ▶ CPSL will advise leaders of the Australian Church on a range of matters including safeguarding, governance, complaint management, etc

Key Considerations

- ▶ How will we know prevention works?
- ▶ How does CPSL continue to be informed by survivors, children/young people & other cohorts?
- ▶ What can we learn from other faith groups & other institutions about improvement after the Royal Commission?
- ▶ How can we better share learnings & resources across Church entities, building a 'community of practice'?

Key Considerations

- ▶ Hearing about initiatives already underway
 - ▶ Focus shifting from complaint management to prevention/safeguarding
 - ▶ Church authorities investing in prevention/safeguarding
 - ▶ Safeguarding Frameworks being established in Dioceses & Congregations
- ▶ Australia as part of the global Church
 - ▶ Ireland, England & Wales, USA, Gregorian University & others

Get in touch ...



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