

DEVELOPING A CULTURE OF SAFETY

BY ANNA TYDD

PSCPT membership

The diocesan PSCPT meets to discuss individual cases in the Diocese as well as overall strategy and policy development. The team consists of Bishop Brian Mascord, the directors of CatholicCare and Catholic Education Diocese of Wollongong, and subject experts, including Dame Kath McCormack AM—former member of the Pontifical Commission for the Protection of Minors and current member of the national Catholic Implementation Advisory Group.

Training and Education Program

A key focus of the Royal Commission's final report and recommendations was on the importance of ongoing and regular training and education for members of organisations who work with children (see also Professional and Clinical Supervision Program). Endorsing our commitment to the Royal Commission's *Child Safe Standard 1—child safety is embedded in institutional leadership, governance and culture*, the PSCPT has designed and implemented a Training and Education Program that requires each person in positions of leadership within the Diocese to undertake a minimum of 10 units of training per year. We have also extended the training program by invitation to all congregational schools and other congregational entities that operate within the Diocese.

Diocesan Child Protection and Safeguarding Manual

The PSCPT is developing a diocesan Child Protection and Safeguarding Manual. It will be an interactive online educational tool not just limited to compliance, but also designed to assist in the continuing development of cultural change within the Diocese to ensure best practice. The manual will underscore the Diocese's commitment to the Royal Commission's *Child Safe Standard 10—Policies and procedures to document how the institution is child safe*.

Parish Safeguarding Program

The Diocese is developing a parish Safeguarding Program which will include the appointment of two safeguarding officers in each parish cluster. The program will be piloted in several parishes in the Diocese in late 2018. Safeguarding officers will be trained to be the contact persons within the parish for complaints/concerns, and co-ordinating education and training for parishes. This program is aligned with the Royal Commission's *Child Safe Standard 3* (see above at the Annual Report) and *Child Safe Standard 1—Child safety is embedded in institutional leadership, governance and culture*.



The diocesan Professional Standards and Child Protection Team (PSCPT) is driving a safe institutional culture across all diocesan entities.

The PSCPT's key function is to improve individual and organisational capacity to understand risk, recognise harm and take action for effective prevention, reporting, response, support for victims and survivors, acknowledgment and just redress. Embedded in its commitment is the Royal Commission's recommended *10 Child Safe Standards* (Download at: dow.sh/RCChildSafe).

Anna Tydd is the director of professional standards and safeguarding for the Diocese of Wollongong.

Professional and Clinical Supervision Program for clergy

The PSCPT has designed a Professional and Clinical Supervision Program for clergy (and eventually other relevant Church personnel). The Royal Commission focused on the importance of confidential and focused professional supervision for those in religious ministry to ensure they are provided regular support and can engage in reflective practice. This is in accordance with the Royal Commission's *Child Safe Standard 7—staff are equipped with the knowledge, skills and awareness to keep children safe through continual training and education*. The program will provide for both group and individual professional and clinical supervision sessions.

Annual Report 2018

The Royal Commission's Child Safe Standard 3 requires that children and communities are informed and involved. Our 2018 Professional Standards and Safeguarding Annual Report will form part of our commitment to this standard. The annual report will report on data with respect to reportable conduct matters relating to children as well as profiling children displaying sexually harmful behaviour and professional misconduct or unlawful behaviour against adults. It will also report on diocesan professional standards and child protection initiatives and programs.

Professional Standards and Safeguarding website

The Diocese is developing a new website which will be instrumental to the work of the PSCPT. It will ensure that both children and adults have access to professional standards and child protection online tools to ensure transparent diocesan practice. The webpage for children will be piloted with them in order to obtain relevant and honest feedback in accordance with the Royal Commission's *Child Safe Standard 2—children participate in decisions affecting them and are taken seriously*. A key focus of the webpage will be educational tools to support and educate children as to how they will engage safely online, specifically responding to the Royal Commission's *Child Safe Standard 8—physical and online environments minimise the opportunity for abuse to occur*.

Clergy care and support

Robert Fitzgerald AM—a commissioner on the Royal Commission for five years—will be presenting at an upcoming *clergy in-service* in July 2018. He will explore the current climate with respect to clergy and religious in relation to their living and ministering. Robert will talk on ways in which clergy and religious can be supported, both personally and professionally, within the current climate. Robert will also navigate the issue of structure and governance from a clergy or religious perspective.

