Maronite Eparchy of Australia

Safeguarding Audit Report December 2023

National Catholic Safeguarding Standards

Report prepared by:

ACSL
AUSTRALIAN CATHOLIC SAFEGUARDING LTD

A safe Church for everyone

Australian Catholic Safeguarding Ltd acknowledges the lifelong trauma of abuse victims, survivors and their families, the failure of the Catholic Church to protect, believe and respond justly to children and vulnerable adults, and the consequent breaches of community trust.

Australian Catholic Safeguarding Ltd is committed to fostering a culture of safety and care for children, and adults at risk.

Table of Contents

1. Executive Summary

1.1 Context

Australian Catholic Safeguarding Ltd (ACSL) was established in 2020, to bring together the work of Catholic Professional Standards Ltd (CPSL), the Australian Catholic Centre for Professional Standards (ACCPS) and the Australian Catholic Ministry Register (ACMR). ASCL is a company limited by guarantee, owned by the Australian Catholic Bishops Conference, Catholic Religious Australia, and the Association of Ministerial Public Juridic Persons.

ACSL is committed to fostering a nationally consistent culture of safety and care throughout the Catholic Church in Australia. This includes providing a range of services to support the implementation of the National Catholic Safeguarding Standards (NCSS), a framework for the protection and care of adults at risk and children. ACSL maintains the NCSS, undertakes audits and reviews of Church entities, and publishes reports which demonstrate a Church entity's commitment to the NCSS.

ACSL's core values are leadership, integrity, and compassion. These values guide the way we work and inform cultural change within the Catholic Church and the wider community. We take our duty to care for and protect all children and adults at risk seriously and have zero tolerance for abuse of any kind.

This audit report includes the results of the assessment against the National Catholic Safeguarding Standards for the Maronite Eparchy of Australia.

1.2 Background

The Maronite Church is one of the largest Eastern rite churches and is prominent in Lebanon. The Maronite Church is in canonical communion with the Roman Catholic Church. The Maronites trace their origins to St. Maron, a Syrian hermit of the late 4th and early 5th centuries and St. John Maron who was patriarch of Antioch. The early Maronites lived in Northern Syria, and in their missionary works, many monks travelled and settled in Lebanon.

The first Lebanese Maronites probably arrived in Australia by 1850. Those first emigrants were seeking to practice their faith, and quickly became a part of local Catholic communities. By 1888, there were sufficient Maronites to support the need for Maronite priests, who were starting to arrive in Australia.

By the mid-1900s, when emigration recommenced, communities began growing and organising themselves in village or family associations and providing opportunities and venues for their young people to meet. While the Maronite community are more than capable of mixing with the wider society in workplaces, shops, schools, and churches, they felt the need for and were drawn to a social and extended-family life which better preserved and promoted Maronite values and customs.

The need for even more Maronite churches and priests was becoming increasingly imperative and the building of Our Lady of Lebanon Church, Harris Park, New South Wales, also began. The school of Our Lady of Lebanon was blessed and opened in a hall on 10 December 1972.

It was against this background that the establishment of a Maronite Eparchy or Diocese with a Bishop was sought, and on 13 July 1973, the Maronite Eparchy of Australia was established under the name of St Maroun, and the first Maronite Bishop elected The Eparchy have been celebrating 2023 as a jubilee year[1].

ACSL completed the Eparchy's audit in the final quarter of 2023. ACSL's recommendations for improvement, including the Eparchy's management responses, are included in Section 2 of this report.

---

[1] Reference: History of our Eparchy | Maronite Eparchy

The full audit report is also publicly available on the Publications and Reports page of the [ACSL website](#).

1.3   Audit Approach

The purpose of the NCSS is to build a culture of shared responsibility for safeguarding and to ensure that policies, practices, and codes of behaviour work together to prevent, detect, and respond appropriately to potential or actual incidents of child abuse.

1.4   In Scope Audit Assessment

The Eparchy was assessed against Edition 1 of the National Catholic Safeguarding Standards. In August 2023 ACSL completed a review audit of the Eparchy's NCSS Self-Assessment, which provided the Eparchy with an opportunity to present their evidence of their congruency with the National Catholic Safeguarding Standards. A site visit was conducted from October 3 to 6, 2023. This report was completed in December 2023.

The audit scope included:

- Audit activities at the administrative centre.
- Interviews, observations, and enquiry with the Eparchy leadership, including their Safeguarding Committee and relevant ministerial personnel.
- A review of key safeguarding documents, policies and procedures.
- Assessment of the design and testing of the operation of safeguarding controls implemented by the Eparchy.
- Site visits to:
  - St. John the Beloved parish (Mt. Druitt);
  - St Charbel Punchbowl parish (Punchbowl);
  - St. Joseph's Croydon; and
  - Our Lady of Lebanon, Co-cathedral parish, (Harris Park).

All parishes are located in New South Wales.

1.5   Disclaimer

The information contained in this report is based on evidence provided by the Eparchy and its representatives at the time of the assessment and where applicable any further subsequent information the Eparchy has supplied through the reporting process.

Certification issued by *Australian Catholic Safeguarding Limited* (ACSL) does not guarantee the safety, quality or acceptability of a participating organisations, its services or programs, or that legislative and funding requirements are being, or will be, met.

Signed:

_____   _____

Dr David Treanor   Dr Ursula Stephens
Manager Audit and Review   Chief Executive Officer

2.   Overall audit findings

The NCSS assessment of the Maronite Eparchy indicates that the Eparchy has successfully implemented and embedded a culture of safeguarding throughout its organisation.

ACSL assessment of the implementation of NCSS Indicators by a Church Authority has been determined using a four-point maturity scale[2].

Our assessment indicates that the Eparchy has fully implemented or has substantially progressed in the implementation of 107 (100%) of the relevant indicators to their ministry. Assessment for each maturity scale is as follows:

- 97(91%) indicators are developed and embedded
- 10 (9%) indicators are substantially progressed.

Of the 110 NCSS Indicators applicable to full audited Church Authorities, 3 of these are not relevant of the Eparchy ministries.

Recommendations in this report provide further practical safeguarding strategies intended to enhance and support existing practices. These recommendations are Priority two (medium rated) recommendations.

The key findings from the audit are summarised below.

NCSS Standard 1 – Committed leadership, governance, and culture.

- A culture of safeguarding is embedded in the life and activities of the Maronite Eparchy. The Eparchy's cultural and religious origins from Lebanon create strong familial relationships and a sense of community belonging. This offers personnel a good relational knowledge of their parishioners and strategies to sustain a culture of community belonging.
- The Eparchy demonstrates the ability and necessary skills to form and sustain appropriate relationships amongst parishioners and across the Eparchy.
- The Eparchy has a dedicated In-House Counsel and Safeguarding Coordinator (part-time) who focuses on safeguarding and a leadership team which is responsible for overseeing the implementation and monitoring of compliance with the NCSS. There is sufficient time available in these roles to support the Eparchy to implement, support and monitor their safeguarding framework. The roles regularly meet with and are supported by the Church Authority, Bishop Antoine-Charbel Tarabay.
- A comprehensive suite of safeguarding materials and guidance has been developed and provided to members, personnel, and families. This includes a detailed Safeguarding Policy, Commitment Statement and Safeguarding Code of Conduct.
- The In-House Counsel and Safeguarding Co-ordinator provides support and direction through ongoing visits, formation, and regular phone and electronic communication.
- The Eparchy's website is currently being updated and will be finalised and 'live' by December 2023. The website will have further information on safeguarding for visitors.
- A risk assessment has been completed for the key parish and ministry activities. ACSL noted that the risk assessment process should include both a parish/ministry Risk Register and a consolidated Eparchy Risk Register. The Eparchy and ACSL have held discussions about a process and ACSL notes that these registers will be implemented in the next few months.

---

[2] Refer Appendix A for definitions of the maturity scale used for the Compliance Assessment.

NCSS Standard 2 – Children are safe, informed and participate.

- The Eparchy has created a range of resources for children to know their rights and how to safely engage in ministry. In parishes. Children are encouraged to participate in activities that promote safeguarding and provide feedback to the parish safeguarding officers on issues that impact them.
- ACSL noted during the fieldwork visit to one parish, that while there were no safeguarding materials in the children's room there were materials in other parts of the church and close to the classroom area.

NCSS Standard 3 – Partnering with families, carers, and communities.

- Child-friendly posters and statutory pamphlets with information on reporting safeguarding concerns are displayed in the parishes visited in the audit. These posters and pamphlets serve to inform families, carers and communities about their rights and to provide age-appropriate information for children to raise concerns or complaints.

NCSS Standard 4 – Equity is promoted, and diversity is respected.

- Given the history and culture of its parishes and ministries, the Eparchy has robust diversity practices in place. Cultural safety is included in the training for relevant personnel, and child-friendly complaints materials, including materials on e-safety, are in place.

NCSS Standard 5 – Robust human resource management

- The Eparchy's recruitment policy and procedures include appropriate safeguarding elements.
- All clergy engaged in active ministry have the appropriate WWCC and national police checks. The Eparchy also uses the Australian Catholic Ministry Register (ACMR) and all clergy are expected to complete sign-in sheets in local parishes registers if they visit another parish in the Eparchy. Paid personnel and volunteers have appropriate WWCC and national police checks.
- The Eparchy has a policy for professional/pastoral supervision, and these requirements are in place, monitored and recorded for relevant personnel.
- All employees interviewed have received the appropriate safeguarding induction. Formal performance reviews are conducted for personnel; however, appraisals are yet to incorporate a specific focus on safeguarding.
- Assessment of compliance with safeguarding policies is not assessed. In addition, the performance of volunteers is not formally assessed.
- ACSL notes that some members of the senior leadership team are yet to attend the ACSL Introductory NCSS Leadership training. ACSL notes that some of the reasons for this delay is an ACSL scheduling issue.
- The Eparchy has candidates in initial formation and a proportion of these men were interviewed as part of the audit process. The Eparchy has a rigorous assessment process for screening which includes an independent psychological report. Candidates attend a recognised seminary, Catholic Institute of Sydney, and attend safeguarding training at the seminary and in the Eparchy.

NCSS Standard 6 – Effective complaints management

- The ACSL audit focuses on reviewing current complaint management practices, including policies and procedures in place to prevent, detect, report, and respond to all incidents and complaints, and the associated training, awareness, and education available for all personnel. The audit does not re-assess the outcomes of individual complaints.
- The In-House Counsellor and Vicar General are responsible for investigating and managing complaints and works closely with the Bishop and relevant peers, as well as with an external panel of senior and experienced legal practitioners.
- The Eparchy's Safeguarding Policy contains comprehensive complaints handling procedures. The parishes have been provided with a variety of materials which provide greater detail and information to personnel and the general community on the processes for reporting, investigating, and managing complaints.
- Audit procedures indicate that complaints handling procedures are operating effectively.
- ACSL noted the requirement to maintain safeguarding records for a minimum of 50 years is documented in the Privacy Policy and is appropriately implemented.

NCSS Standard 7 – Ongoing education and training

- The Eparchy has provided safeguarding training to all personnel and has a program of training in place.
- Detailed records of attendance at training are maintained.
- Interviews with Eparchy personnel indicate a strong understanding of the requirements for child safeguarding, including knowledge of the appropriate response should a complaint or concern be raised.
- The Eparchy may support access to the NATSICC training on cultural competence and cultural safety of First Nations people.

NCSS Standard 8 – Safe physical and online environments

- The Eparchy has a range of IT policies which contain guidance on the use of technology and the internet, and which have been provided to all personnel.
- There is web protection and content filtering on devices used in the Eparchy.
- Parishes are yet to ensure that there are two approved personnel authorised to monitor Eparchy social media accounts.
- There is guidance on the management of contractors in the Safeguarding Policy although this needs to be fully rolled out in all parishes.
- All long-term contractors have received a copy of Eparchy's Safeguarding Policy and Code of Conduct and have acknowledged that they will adhere to these requirements.

NCSS Standard 9 – Continuous improvement

- The Eparchy has a comprehensive safeguarding continuous improvement process in place, which includes safeguarding initiatives, goals, and strategies.

NCSS Standard 10 – Policies and procedures support child safety

- Key safeguarding policies and procedures relating to safeguarding requirements are in place and operating effectively.

Table 1: Summary of Assessment against the National Catholic Safeguarding Standards

National Catholic Safeguarding Standard	# NCSS indicators	Not Relevant to Maronite Eparchy of Australia	Assessment of Compliance			
			Managed & measurable	Defined & developed	Initial / Ad hoc	Not addressed
1: Committed leadership, governance & culture	16	1	13	2	-	-
2: Children are safe, informed and participate	5	-	4	1	-	-
3: Partnering with families, carers, and communities	6	-	6	-	-	-
4: Equity is promoted, and diversity is respected	4	-	4	-	-	-
5: Robust human resource management	23	-	21	2	-	-
6: Effective complaints management	24	-	24	-	-	-
7: Ongoing training & education	9	-	9	-	-	-
8: Safe physical and online environments	10	-	7	3	-	-
9: Continuous improvement	8	2	4	2	-	-
10: Policies and procedures support child safety	5	-	5	-	-	-
TOTAL	110	3	**97**	**10**	-	-
		107	100%			

Audit recommendations are classified according to priority and urgency for remediation[3].

- There are no Priority 1 (high rated) recommendations.
- There are six Priority 2 (medium rated) audit recommendations for the Eparchy.
- There are no Priority 3 (low rated) recommendations, which are detailed in Section 3 of this report.

Each recommendation also contains the Eparchy's response to the audit findings, including associated management actions.

ACSL would like to thank Bishop Antoine-Charbel Tarabay, Deacon Sid Issac, the Eparchy leadership team, and all personnel who were involved in the audit for their cooperation and assistance and congratulate them on their safeguarding efforts.

---

[3] Refer Appendix B for definitions of the Priority ratings used for audit recommendations.

3. Assessment with National Catholic Safeguarding Standards

Standard 1	Committed leadership, governance, and culture

Child safeguarding is embedded in the entity's leadership, governance, and culture				

Criterion 1.1 – The entity publicly commits to child safeguarding and takes a zero-tolerance approach to child abuse.		Managed & Measurable	Defined & Developed	Initial/Ad-hoc	Not Addressed
1.1.1	The entity has a Child Safeguarding Policy that is approved and endorsed by the Church Authority and/or relevant leadership body and is publicly available.	✓			
1.1.2	The entity publishes a Child Safeguarding Commitment Statement which is openly displayed and publicly available.	✓			

Observations:
Requirements of the indicators are in place. The Eparchy are currently updating their website which will include a more nuanced focus on 'safeguarding' and this is expected to be live by December 2023.

Criterion 1.2 - A child safeguarding culture is championed and modelled at all levels of the entity from the top down and bottom up.		Managed & Measurable	Defined & Developed	Initial/Ad-hoc	Not Addressed
1.2.1	The Church Authority and leaders of the entity maintain an entity's culture by: • promoting child safeguarding regularly. • emphasising that child safeguarding is everyone's responsibility; and • actively monitoring safeguarding compliance and risk management.	✓			
1.2.2	The entity appoints a Safeguarding Committee at the highest level of leadership to oversee the effective ongoing implementation of Child Safeguarding Policy and related procedures.	✓			
1.2.3	The entity appoints a Safeguarding Co-ordinator(s) with clearly defined roles and responsibilities for children at diocesan, religious institute or ministerial PJP level.	✓			
1.2.4	Personnel understand that child safeguarding is everyone's responsibility and are empowered to provide input on child safeguarding practices.	✓			

Observations:
Requirements of the indicators are in place. No recommendations for improvement noted.

Criterion 1.3 - Governance arrangements facilitate implementation of a Child Safeguarding Policy across the entity's activities.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
1.3.1	Governance arrangements are transparent and include safeguarding roles and responsibilities to ensure accountability for safeguarding is clear.	✓			
1.3.2	Where the Church Authority's governance includes countries other than Australia, the entity must apply these Standards considering relevant international declarations and local legislation.	Not relevant to current activities			

Observations:
Requirements of the indicators are in place. No recommendations for improvement noted.

Criterion 1.4 - A Code of Conduct provides guidelines for personnel on expected behavioural standards and responsibilities.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
1.4.1	The Code of Conduct explicitly and equally applies to all personnel and provides guidance on appropriate and expected standards of behaviour of personnel towards children.	✓			
1.4.2	The Code of Conduct is written in accessible language and communicated to personnel, children, families, and carers.	✓			
1.4.3	The Code of Conduct considers the needs of all children, paying particular attention to Aboriginal and Torres Strait Islander children, children with disability, children from culturally and linguistically diverse backgrounds and children with vulnerabilities, for example, children who can't live at home.		✓		

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted. The Eparchy does not have any identified Aboriginal and Torres Strait Islander people in their parishes. The requirements for a person to become a Maronite is that a person is either born in Lebanon or in a family of Lebanese origin or a person would be a member of the Latin rite and marry a Maronite and then through a catechism program join the Eparchy. The Eparchy do not have any active evangelisation programs for Aboriginal and Torres Strait Islander people and if a person was to seek confirmation the Eparchy will adjust its policies to include such persons.

Criterion 1.5 - The entity has risk management strategies focusing on preventing, identifying, and mitigating risks to children.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
1.5.1	The entity has a clearly documented child safeguarding risk management plan, as part of its overall risk management strategy, which considers actual and potential risks relating to children.	✓			
1.5.2	The entity has appropriate risk management processes in place to assess, evaluate, review, and oversee the safeguarding of children participating in, or receiving, ministries offshore including cultural immersions, pilgrimages, solidarity campaigns and world youth days.	✓			
1.5.3	Leaders of the entity manage safeguarding risks effectively, through regular identification, monitoring, reporting, and review of risks		✓		

Observations:

1.5.3 - Most parishes and ministries have risk management plans in place and review however the Eparchy does not hold a centralised Risk Register. Refer recommendation #1.

Criterion 1.6 - Personnel understand their obligations on information sharing and record keeping.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
1.6.1	The entity has documented information sharing and record keeping policies and procedures which are communicated to personnel.	✓			
1.6.2	The entity's information sharing and record keeping policies and procedures relating to all aspects of child safeguarding, including incidents and complaints, apply the following requirements: • Complete and accurate records are created and maintained for all incidents, complaints, responses, and decisions. • Records are created at the time, or as soon as practicable following, an incident, complaint, response, or decision. • Records are titled, organised and filed logically. • A master copy of each record is formally maintained	✓			

to ensure duplicate records or multiple copies of the same record are kept at a minimum.

- Records are maintained and disposed of in accordance with legislative and statutory requirements, or after a period of 50 years.
- Information and/or records are treated as confidential, and records are appropriately secured.
- Sharing or distribution of information and/or records is restricted to nominated personnel and is conducted in accordance with relevant legislative and statutory requirements; and
- Individuals' rights to access, amend or annotate records about themselves are fully recognized.

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Standard 2	Children are safe, informed and participate

Children are informed about their rights, participate in decisions affecting them and are taken seriously

Criterion 2.1 - Children are informed about their rights, including safety, information, and participation.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
2.1.1	The entity has age-appropriate strategies to proactively engage with children; seek children's views; consult children about decisions that affect them; and consult children about what makes them feel safe and how this can be recognised and implemented by the entity.	✓			
2.1.2	The entity ensures children are made aware of their rights, including their right to be safe from abuse, and are informed whom to contact if they have concerns about their safety or the safety of their peers.		✓		

Observations:

Requirements of the indicator mostly are in place.

2.1.1 - In one classroom in one parish, there were no safeguarding materials in the room however there were materials in other parts of the church and close to the classroom area. Refer recommendation #2.

Criterion 2.2 - The importance of friendships is recognised and support from peers is encouraged, helping children feel safe and less isolated.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
2.2.1	The entity provides children with age-appropriate information about safe and respectful peer relationships, including through social media.	✓			

Observations:

Requirements of the indicator mostly are in place.

Criterion 2.3 - Where relevant, the entity provides children and families with information, access and/or referral to abuse prevention programs and related information that is age-appropriate.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
2.3.1	Where relevant, the entity provides children and families with information, access and/or referral to abuse prevention programs, appropriate to the child's age, development, ability, and level of understanding.	✓			

Observations:

Requirements of the indicator mostly are in place.

Criterion 2.4 - Personnel are attuned to signs of harm and facilitate child-friendly ways for children to express their views, participate in decision-making and raise their concerns.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
2.4.1	Personnel have the knowledge, skills and awareness to identify potential signs of harm and actively support children to raise any concerns.	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Standard 3	Partnering with families, carers and communities

Families, carers and communities are informed and involved in promoting child safeguarding

Criterion 3.1 - Families and carers participate in decisions affecting their child.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
3.1.1	The entity supports and encourages families/carers to take an active role in monitoring children's safety when participating in activities.	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 3.2 - The entity engages and openly communicates with families, carers and communities about its child safeguarding approach, and relevant information is accessible.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
3.2.1	The entity promotes open dialogue and provides a range of ways for families, carers, and communities to contribute to discussions about its child safeguarding approach.	✓			
3.2.2	The entity provides families, carers and communities with relevant safeguarding information including contact details of the Safeguarding Committee and/or Safeguarding Co-ordinator(s).	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 3.3 - Families, carers, and communities have a say in the entity's policies and practices.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
3.3.1	Processes are in place to engage families, carers, and communities about their views on policies and practices for keeping children safe.	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 3.4 - Families, carers, and communities are informed about the entity's operations and governance.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
3.4.1	The entity ensures families, carers and communities are aware of the roles and responsibilities of personnel providing ministries or activities directly to their children.	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 3.5 - The entity takes a leadership role in raising community awareness of the dignity and rights of all children.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
3.5.1	Appropriate to the context or setting, the entity actively promotes and/or participates in civic engagement	✓			

	activities/campaigns which promote whole of community awareness of children's rights and child abuse prevention.				

Observations:
Requirements of the indicator are in place. No recommendations for improvement noted.

Standard 4		**Equity is promoted and diversity is respected**			

Equity is upheld and diverse needs respected in policy and practice

Criterion 4.1 - The entity actively anticipates children's diverse circumstances and backgrounds and provides support and responds effectively to those who are vulnerable.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
4.1.1	The entity's Child Safeguarding Policy and practices reflect an understanding, and identification, of diverse circumstances and experiences that increase a child's vulnerability to abuse.	✓			
4.1.2	The entity's Complaints Handling Policy and practices demonstrate an understanding of barriers that prevent children from disclosing abuse and barriers for adults recognising and/or responding to disclosures and articulates processes that reduce barriers to disclosure.	✓			

Observations:
Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 4.2 - All children have access to information, support and complaints processes in ways that are culturally safe, accessible, and easy to understand.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
4.2.1	The entity produces child-friendly material in accessible language and formats that promotes inclusion and informs all children of the support and complaints processes available to them.	✓			

Observations:
Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 4.3 - The entity pays particular attention to the needs of Aboriginal and Torres Strait Islander children, children with a disability, and children from culturally and linguistically diverse backgrounds, those who are unable to live at home, and children of diverse sexuality.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
4.3.1	The entity's Child Safeguarding Policy and practices reflect attitudes and behaviours that respect the human rights of all children and are inclusive and responsive to diverse needs.	✓			

Observations:
Requirements of the indicator are in place. No recommendations for improvement noted.

Standard 5		**Robust human resource management**			

People working with children are suitable and supported to reflect child safeguarding values in practice

Criterion 5.1 - Recruitment, including advertising, interview questions, referee checks and personnel pre-employment screening, emphasises child safeguarding.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
5.1.1	The entity emphasises its commitment to child safeguarding and zero-tolerance approach to child abuse in	✓			

		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
	all aspects of its advertising, screening and recruitment for personnel.				
5.1.2	The entity documents its safeguarding approach in recruitment and screening procedures and processes.	✓			
5.1.3	Positions are assessed for the expected level of contact with children and appropriate child safeguarding recruitment procedures are implemented.	✓			
5.1.4	Position descriptions, selection criteria, referee checks and interview questions articulate: • that children are valued and respected. • the commitment of the entity to child safeguarding; and • where appropriate to the role, an understanding of children's developmental needs and culturally safe practices.	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 5.2 - Relevant personnel (including all seminarians, clergy and religious) have current working with children checks or equivalent background checks.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
5.2.1	The entity has a policy which is implemented that ensures: • personnel have a current working with children check as required by legislation, prior to working with children; and • where a working with children check is not required by legislation, other background checks for personnel are conducted prior to working with children.	✓			
5.2.2	The entity keeps records and monitors the status of working with children checks and/or background checks for all personnel.	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 5.3 - Personnel receive an appropriate induction and are aware of child safeguarding responsibilities, including reporting obligations.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
5.3.1	All personnel participate in a safeguarding induction program, which occurs as soon as possible after commencement.	✓			
5.3.2	All Church Authorities who are a signatory to a Service Agreement with ACSL are required to participate in the NCSS Introductory Session for Leaders within four months of commencement.		✓		

Observations:

Requirements of the indicator mostly are in place.

5.3.2 - All members of the Leadership team are yet to attend the NCSS Introductory Session for Leaders. Refer recommendation #3.

Criterion 5.4 - Ongoing supervision and people management is focused on child safeguarding		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
5.4.1	Support, mentoring, oversight, and professional supervision processes for personnel include child safeguarding.	✓			
5.4.2	Annual performance reviews for personnel include child safeguarding responsibilities relevant to their role.		✓		

Observations:

5.4.2 - Formal performance reviews are conducted for personnel, however assessment of compliance with safeguarding policies is not assessed. In addition, the performance of volunteers is not formally assessed. Refer to recommendation #4.

Criterion 5.5 - Robust processes exist for screening candidates before and during seminary and religious formation, as well as for ongoing formation, support and supervision of clergy and religious.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
5.5.1	The Church Authority draws upon broad-ranging professional advice in its decision-making relating to candidates for seminary/formation programs and ordination/profession of vows. This includes a positive duty to disclose to other Church Authorities where an applicant or candidate for seminary/formation programs does not continue through to ordination/profession of vows.	✓			
5.5.2	Seminary and initial formation programs have robust screening processes for candidates for religious ministry, including external psychological and psychosexual assessments.	✓			
5.5.3	The entity promotes as normative the participation of all bishops, leaders of religious institutes, clergy and religious in active ministry, in no less than six hours professional/pastoral supervision per year.	✓			
5.5.4	The entity promotes as normative, all clergy and religious in active ministry, for the sake of proper accountability, are offered and access both ongoing professional development and annual performance appraisals.	✓			
5.5.5	All newly ordained clergy and newly professed religious are supported with a suitable mentor for at least five years post ordination or final profession.	✓			

Observations:
Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 5.6 - Seminary and formation programs for clergy and religious have appropriate curriculum to build the knowledge and skills of candidates to understand and lead child safeguarding initiatives.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
5.6.1	Seminary and initial formation programs have appropriate curriculum throughout the formation program which builds candidates' knowledge and skills in a range of areas to support child safeguarding	✓			
5.6.2	Seminary and initial formation programs ensure promotion of pastoral responses to victims/survivors of sexual abuse.	✓			
5.6.3	Seminary and initial formation programs are delivered in such a way as to protect against the development and/or reinforcement of clericalist attitudes and behaviours.	✓			

Observations:
Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 5.7 - Credentialing and movement of seminarians, clergy and religious is appropriately managed.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
5.7.1	The entity implements a system to assess the credentials and manage movement of all seminarians, clergy and religious moving between different seminaries and Church jurisdictions.	✓			

Observations:
Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 5.8 - Entities which receive overseas clergy and religious for work in ministry have targeted programs for the screening, induction, professional supervision, and development of these individuals.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
5.8.1	Selection and screening procedures for overseas clergy and religious are targeted, thorough and follow, as far as practicable, the same processes as for Australian personnel. This includes the Australian Church Authority obtaining screening information from the International Church Authority.	✓			
5.8.2	All overseas clergy and religious participate in a Safeguarding Induction program, documented by the entity, before work with children begins.	✓			
5.8.3	Overseas clergy and religious are supported with a suitable mentor for at least the first two years of their time in Australia.	✓			
5.8.4	The entity promotes as normative the participation of all overseas clergy and religious in active ministry in no less than six hours of professional/pastoral supervision per year.	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Standard 6	Effective complaints management

Processes for raising concerns and complaints are responsive, understood, accessible and used by children, families, carers, communities and personnel

Criterion 6.1 - The entity has an effective Complaints Handling Policy and procedures which clearly outline the roles and responsibilities, approaches to dealing with different types of complaints, reporting obligations and record keeping requirements.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
6.1.1	The entity's policies, procedures and practices ensure that all mandatory reporting obligations are met.	✓			
6.1.2	There are documented procedures that provide step-by-step guidance on what action to take for different types of complaints, including breaches of Codes of Conduct, disclosures, allegations, or concerns of abuse of a child, be they historic or current.	✓			
6.1.3	There are clear procedures for identifying and mitigating actual and perceived conflicts of interest in complaint management.	✓			
6.1.4	The entity works in cooperation with relevant organisations and seeks specialist advice from statutory child protection services when necessary	✓			
6.1.5	Key roles and responsibilities in relation to handling complaints are articulated within the Complaint Handling Policy and procedures.	✓			
6.1.6	The Complaint Handling Policy and procedures differentiate, where appropriate, between a child victim and an adult bringing forward a complaint of abuse suffered as a child.	✓			
6.1.7	A process is in place to record all child abuse complaints, incidents, allegations, disclosures, concerns and referrals. The system must be secure so that confidential information is stored, protected, and retained for 50 years.	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.					

Criterion 6.2 - The entity has a child-focused complaints handling system that is understood by children, families, carers and personnel.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
6.2.1	The complaints handling system prioritises the safety and well-being of children.	✓			
6.2.2	The Complaints Handling Policy and procedures are publicly available in a variety of formats, including age and developmentally appropriate for children, enabling complaints processes to be easily understood.	✓			

Observations:
Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 6.3 - Complaints are taken seriously and responded to promptly and thoroughly.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
6.3.1	The Complaints Handling Policy requires that, upon receiving a complaint of child abuse, an initial risk assessment is conducted to identify and minimise any risk to children. Ongoing risk assessments are required throughout all investigation processes.	✓			
6.3.2	The Complaints Handling Policy requires that at the completion of the initial risk assessment, where a complaint of child sexual abuse is plausible, and there is a risk that the person may encounter children, the person be stood down from their role and/or ministry while the complaint is investigated.	✓			
6.3.3	The Complaints Handling Policy is aligned, and operates in conjunction, with the entity's documented disciplinary and grievance policies and processes, in such a way that at the completion of the initial risk assessment, a breach or breaches of the Code of Conduct in relation to inappropriate behaviour towards a child are effectively investigated and managed, and include provisions for personnel to be redeployed, stood down and/or dismissed.	✓			
6.3.4	Complainants are responded to promptly and kept informed as to the progress of dealing with their complaint.	✓			
6.3.5	Support and care are provided to a child who has experienced or is alleging abuse, and other affected parties.	✓			
6.3.6	Appropriate confidentiality is maintained with due regard for the Australian Privacy Principles and relevant legislation in relation to information sharing in the context of child safeguarding.	✓			
6.3.7	Documented policies and processes empower and support personnel to raise, in good faith, concerns and allegations about unacceptable behaviour towards children by other personnel.	✓			
6.3.8	Where a complaint related to child sexual abuse against a seminarian, clergy or religious is substantiated on the balance of probabilities, with due respect to the rights of individuals, the Church Authority should remove that individual from ministry.	✓			
6.3.9	Where a seminarian, clergy or religious is convicted of an offence relating to child sexual abuse, that individual should be permanently removed from ministry. The Church Authority must take practicable steps to prohibit that individual from holding themselves out as being a	✓			

person with religious authority and should present a case to the relevant dicastery for dismissal from the clerical state and/or dispensation from vows.				

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 6.4 - The entity has policies and procedures in place that address reporting of complaints and concerns to relevant authorities, whether the law requires reporting, and co-operates with law enforcement.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
6.4.1	The Complaints Handling Policy requires that: • concerns and complaints of child abuse occurring within the entity be reported to the appropriate statutory authorities, regardless of whether the reporting is mandated; and • personnel cooperate with law enforcement procedures and directives.	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 6.5 - Reporting, privacy, and employment law obligations are met.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
6.5.1	The Complaints Handling Policy requires that all relevant reporting, privacy, and employment law obligations are met.	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 6.6 - The Church Authority ensures mechanisms are in place to care for adult complainants.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
6.6.1	The entity offers appropriate pastoral care to adult complainants, which recognises their unique needs. This should include an offer from the Church Authority to meet the complainant in person.	✓			
6.6.2	The Church Authority facilitates adult complainants' access to appropriately trained personnel whose clearly defined roles are to listen to and represent the pastoral needs of the complainant. This is done in consultation with the complainant.	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 6.7 - The Church Authority ensures mechanisms are in place to monitor and support respondents facing allegations.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
6.7.1	The Church Authority has access to appropriately trained personnel - lay, religious or clergy - whose clearly defined roles are to listen to and represent the pastoral needs of the respondent. This is done in consultation with the respondent.	✓			
6.7.2	The Church Authority has suitable arrangements in place for the monitoring and support of a respondent, where there is a plausible complaint, until (and if) the Church Authority no longer has responsibility for monitoring the respondent.	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Standard 7	Ongoing education and training

Personnel are equipped with knowledge, skills and awareness to keep children safe through information, ongoing education and training

Criterion 7.1 - Personnel are trained and supported to effectively implement the entity's child safeguarding policies and procedures.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
7.1.1	The entity provides regular opportunities to educate/train personnel on its Child Safeguarding Policy and procedures including through induction and refresher safeguarding training (at least every three years).	✓			
7.1.2	The entity's induction and refresher safeguarding training must as a minimum cover: • Code of Conduct. • safeguarding risk management. • Child Safeguarding Policy and procedures. • Complaints Handling Policy and procedures. • reporting obligations; and e-safety training. • e-safety training.	✓			
7.1.3	The entity keeps records of participation to ensure all personnel attend induction and refresher safeguarding training.	✓			
7.1.4	The entity ensures that personnel who have specific child safeguarding responsibilities, such as those appointed to the role of safeguarding co-ordinator and those appointed to the Safeguarding Committee, receive ongoing support and professional development relevant to their role.	✓			

Observations:
Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 7.2 - Personnel receive training to recognise the nature and indicators of child abuse, including harmful behaviours by a child towards another child.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
7.2.1	The entity provides regular training to relevant personnel which equips them with the knowledge to: • understand the nature and impact of child abuse. • understand the nature, factors, and impact of institutional abuse. • identify risk factors, such as grooming behaviours; and understand, identify, and respond to abusive behaviours by a child towards another child.	✓			

Observations:
Requirements of the Indicators are in place. No recommendations for improvement noted.

Criterion 7.3 - Personnel receive training to enable them to respond effectively to child safeguarding risks, concerns, disclosures, and allegations of child abuse.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
7.3.1	The entity provides training to equip relevant personnel to appropriately respond to and support those bringing forward concerns, disclosures, and allegations of child abuse.	✓			
7.3.2	The entity provides training to ensure personnel are aware of information sharing and record keeping policies and procedures.	✓			

7.3.3	The entity provides training to ensure personnel are aware of their reporting obligations under state/territory legislative requirements including: • reporting criminal behaviour to police. • mandatory reporting to child protection authorities. • Reportable Conduct Scheme; and reporting to regulatory authorities/government departments	✓			

Observations:
Requirements of the indicators are in place. No recommendations for improvement noted.

Criterion 7.4 - Personnel receive training and information on how to build culturally safe environments for children.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
7.4.1	The entity provides cultural safety training to equip relevant personnel to create culturally safe environments for Aboriginal and Torres Strait Islander children and children from culturally and linguistically diverse backgrounds.	✓			

Observations:
Requirements of the indicators are in place. No recommendations for improvement noted

Standard 8	Safe physical and online environments

Physical and online environments promote safety and contain appropriate safeguards to minimise the opportunity for children to be harmed

Criterion 8.1 - Personnel identify and mitigate risks in online and physical environments without compromising a child's right to privacy, access to information, social connections and learning opportunities.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
8.1.1	The entity's safeguarding risk management plan addresses physical and online risks including risks arising from child to child and adult to child interactions, and the nature of physical spaces.		✓		
8.1.2	The entity's policies require the use of safe online applications for children to learn, communicate and seek help.		✓		
8.1.3	Personnel are proactive in identifying and mitigating physical and online risks to children.	✓			
8.1.4	A policy is documented and implemented that ensures where one-to-one interactions between an adult and child take place, they are conducted in an open or visible space, or within the clear line of sight of another adult. This includes ministries/services such as counselling, one-to-one tuition, the sacrament of reconciliation, coaching, spiritual direction, and mentoring.	✓			

Observations:
8.1.1 - All parishes need to be aware of the controls needed to address physical and online risks. Refer to recommendation #5.

Criterion 8.2 - The online environment is used in accordance with the entity's Code of Conduct, safeguarding policies and procedures.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
8.2.1	Personnel access and use online environments in line with the entity's Code of Conduct and relevant communication protocols.	✓			
8.2.2	The entity routinely monitors the online environment, reporting and responding to breaches of its Code of Conduct or child safeguarding policies in accordance with	✓			

	the entity's disciplinary, complaint handling or other relevant processes.				

Observations:
Requirements of the indicators are in place. No recommendations for improvement noted.

Criterion 8.3 - Risk management plans consider risks posed by the entity's settings, activities and physical environments.	Managed & Measurable	Defined & Developed	Initial/Ad-hoc	Not Addressed
8.3.1	The entity assesses safeguarding risks in the physical environments under its control or management including buildings, structures, open spaces, grounds, homes of religious and clergy, and arrangements for live-in carers/caretakers.	✓			
8.3.2	Where an entity becomes aware that a person (other than personnel of that entity) attending any of its services or activities is the subject of a substantiated complaint of child sexual abuse or has been convicted of an offence relating to child sexual abuse, the entity has in place and implements a process for assessing and managing the risks posed to children by that person's ongoing involvement in the service or activity.	✓			

Observations:
Requirements of the indicators are in place. No recommendations for improvement noted.

Criterion 8.4 - Entities that contract facilities and services to and from third parties have procurement policies that ensure safeguarding of children.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
8.4.1	The entity considers the risks posed to children arising from any third parties engaged by the entity and conducts sufficient due diligence to ensure that the third party has appropriate child safeguarding practices and policies in place.	✓			
8.4.2	The entity has conducted sufficient due diligence on all third parties who use the entity's facilities to ensure child safeguarding practices and policies are in place.		✓		

Observations:
8.4.2 - Some parishes are yet to introduce third party agreements in all the facilitates that are hired to third party contractors. Refer <u>recommendation #5</u>.

Standard 9	**Continuous improvement**				
Entities regularly review and improve implementation of their systems for keeping children safe					
Criterion 9.1 - The entity regularly reviews and improves child safeguarding practices.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
9.1.1	The entity has a clearly documented Safeguarding Implementation Plan which outlines the monitoring and continual improvement of child safeguarding practices. The Child Safeguarding Implementation Plan is regularly reviewed, progress is tracked, and actions/strategies updated.	✓			
9.1.2	The Church Authority monitors compliance with the National Catholic Safeguarding Standards during systematic visits to parishes, ministries and/or congregational works.	✓			

9.1.3	The Safeguarding Committee co-ordinates annual self-audits at a local level (parishes, ministries and/or congregational works).	✓			
9.1.4	The entity's Child Safeguarding Policy is subject to regular review – at least every three years.	✓			

Observations:

Requirements of the indicators are in place. No recommendations for improvement noted.

Criterion 9.2 - The entity analyses concerns and complaints to identify causes and systemic failures to inform continuous improvement.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
9.2.1	Processes are in place to analyse individual incidents or complaints relating to child safeguarding practices and/or failures.		✓		
9.2.2	Processes are in place to identify systemic issues or patterns and drive continuous improvement.		✓		

Observations

9.2.1 & 9.2.2 - Regular meetings to review the management of complaints and identify areas for improvement are currently taking place, however the Eparchy could formalise these meetings further through the recording of meetings and minuting of actions. Refer to recommendation #6.

Criterion 9.3 - The Church Authority reports on the findings of relevant reviews to personnel, children, families, carers and community.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
9.3.1	The Church Authority promotes to all its stakeholders any audit reports relating to the Church Authority, and related entities, published by Australian Catholic Safeguarding Standards Ltd	Not applicable – this is the first audit by ACSL			
9.3.2	The Church Authority reports on findings of relevant reviews of safeguarding policies, procedures and practices to its stakeholders.	Not applicable – no such reviews have been conducted to date			

Observations:

N/A

Standard 10	Policies and procedures support child safety

Policies and procedures document how the entity is safe for children

Criterion 10.1 - Policies and procedures address National Catholic Safeguarding Standards.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
10.1.1	All relevant policies and procedures reference appropriate safeguarding approaches, requirements, and responsibilities.	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 10.2 - Policies and procedures are accessible and easy to understand.		Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
10.2.1	The entity's policies and procedures relevant to safeguarding are readily available and accessible to all personnel	✓			

Observations:

Requirements of the indicator are in place. No recommendations for improvement noted.

Criterion 10.3 - Best practice policy models and stakeholder consultation inform the development and review of policies and procedures.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
10.3.1	The entity has processes in place to monitor adherence to policies and procedures relevant to safeguarding.	✓			
10.3.2	The entity has processes in place to develop and review its policies and procedures relevant to safeguarding. These processes include consulting with and incorporating advice from experts, children, families, carers and communities.	✓			

Observations:

Requirements of the indicators are in place. No recommendations for improvement noted.

Criterion 10.4 - The Church Authority and leaders model compliance with policies and procedures.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
10.4.1	The Church Authority and leaders promote and enact all policies and procedures relevant to safeguarding.	✓			

Observations:

Requirements of the indicators are in place. No recommendations for improvement noted.

Criterion 10.5 - Personnel understand and implement the policies and procedures.	Managed & Measurable	Defined & Developed	Initial/ Ad-hoc	Not Addressed
10.5.1	The entity encourages regular discussion and feedback from personnel on their understanding and practical implementation of policies and procedures.	✓			

Observations:

Requirements of the indicators are in place. No recommendations for improvement noted.

4. Recommendations

Standard 1: Committed leadership, governance and culture.

Recommendation #1	Priority 2
Criterion 1.5.3 – Leaders of the entity manage child safeguarding risks effectively, through regular identification, monitoring, reporting and review of risks.	

Details of finding	The following points were noted: 1. Parishes have Risk Management Plans in place and most parishes and ministries have risk management review processes however some parishes do not maintain a 'Risk Register' of all their risks. The Eparchy does not hold a centralised Risk Register.
Recommendation	1. ACSL recommends that all parishes develop a Risk Register for their own risks. The parishes then provide the Eparchy with a copy of their Register on a yearly basis. The Eparchy will maintain and review a centralised Risk Register at their Safeguarding Committee on a yearly basis.
Agreed Action	1. All parishes will develop a Risk Register for their own risks. The parishes then provide the Eparchy with a copy of their Register on a yearly basis. The Eparchy will maintain and review a centralised Risk Register at their Safeguarding Committee on a yearly basis.
Responsibility	In-House Counsel
Due date	December 31, 2024

Standard 2: Children are safe, informed and participate.

Recommendation #2	Priority 2
Criterion 2.1.2 – The entity ensures children are made aware of their rights, including their right to be safe from abuse, and are informed whom to contact if they have concerns about their safety, or the safety of their peers.	

Details of finding	The following points were noted: 1. In one classroom in one parish, there were no safeguarding materials displayed, although safeguarding materials were displayed in the church and in an area close to the classroom.
Recommendation	1. The Eparchy ensures that safeguarding materials are displayed in all classrooms.
Agreed Action	1. The Eparchy will ensure that safeguarding materials are displayed in all classrooms.
Responsibility	In-House Counsel
Due date	December 31, 2024

Standard 5: Robust human resource management

Recommendation #3		Priority 2
Criterion 5.3.2 – Church Authorities (along with members of their leadership team) who are signatures to the Australian Catholic Safeguarding Standards Ltd. Service Agreement participate in the NCSS Introductory Session for Leaders within four months of commencement.		
Details of finding	The following points were noted: 1. All members of the Eparchy Leadership Team are yet to attend the NCSS Introductory Session for Leaders.	
Recommendation	1. The Eparchy ensures all members of the Leadership team attend the NCSS Introductory Session for Leaders.	
Agreed Action	The Eparchy will: 1. Ensure all members of the Leadership team attend the NCSS Introductory Session for Leaders.	
Responsibility	In-House Counsel	
Due date	December 31, 2024	

Standard 5: Robust human resource management

Recommendation #4		Priority 2
5.4.2 – Annual performance reviews for personnel include child safeguarding responsibilities relevant to their role.		
Details of finding	The following points were noted: 1. Formal performance reviews are conducted for personnel, however assessment of compliance with safeguarding policies is not assessed. In addition, the performance of volunteers is not formally assessed.	
Recommendation	1. The Eparchy introduce formal performance reviews for all personnel which have a focus on safeguarding.	
Agreed Action	1. The Eparchy will introduce formal performance reviews for all personnel which have a focus on safeguarding.	
Responsibility	In-House Counsel	
Due date	December 31, 2024	

Standard 8: Safe physical and online environments.

Recommendation #5	
8.1.1 The entity's safeguarding risk management plan addresses physical and online risks arising from child-to-child online risks and adult to-child interaction, and the nature of physical spaces. **8.1.2 - The entity's policies require the use of safe online applications for children to learn, communicate and seek help.** **8.4.2 The entity has conducted sufficient due diligence on all third parties who use the entity's facilities to ensure child safeguarding policies and practices are in place.**	**Priority 2**

Details of finding	The following points were noted: 1. Some parishes were not aware of all the controls that needed to be in place to address physical and online risks. 2. Some social media accounts do not yet have two moderators. 3. Some parishes have not yet rolled out third party agreements for their facilities
Recommendation	1. The Eparchy provide appropriate information and if necessary, training for parishes to make them further aware of the controls needed to address physical and online risks. 2. Two appropriate moderators are appointed to all social media accounts. 3. The Eparchy create a register of which parish facilities are hired by third party contractors and keep a Facility Hire Register which incorporates critical information.
Agreed Action	The Eparchy will: 1. Provide appropriate information and if necessary, training for parishes to make them further aware of the controls needed to address physical and online risks. 2. Ensure there are two appropriate moderators are appointed to all social media accounts. 3. Create a register of which parish facilities are hired by third party contractors and keep a Facility Hire Register which incorporates critical information.
Responsibility	In-House Counsel
Due date	December 31, 2024

Standard 9: Continuous improvement.

Recommendation #6	
9.2.1 Processes are in place to analyze individual incidents or complaints relating to child safeguarding practices and/or failures. **9.2.2. Processes are in place to identify and analyze systemic issues and/or patters relating to child safeguarding practices and/or failure and drive continuous improvement.**	**Priority 2**
Details of finding	The following was noted: 1. Parishes meet to review the management of incidents and complaints and identify areas of improvement. The Eparchy could formalise these meetings through attending, recording and following up on actions.
Recommendation	1. The Eparchy ensures regular meetings are held to review the management of complaints and identify areas for improvement are held. The Eparchy could formalise these meetings further through attending, recording meetings and following up on any actions.
Agreed Action	1. The Eparchy will ensure regular meetings are held to review the management of complaints and identify areas for improvement are held. The Eparchy will formalise these meetings further through attending, recording meetings and following up on any actions.
Responsibility	In-House Counsel
Due date	December 31, 2024

Appendix A

COMPLIANCE ASSESSMENT SCALE

The compliance assessment of the entity's performance against each indicator will be determined using a four-point scale, as follows:

	General	Processes	People/Resources
Not Addressed	• The entity has not addressed the required Indicator or is unable to demonstrate that the requirements of the indicator are in place and/or are operating effectively and continuously.	• Processes are non-existent. • Processes exist however the specific requirements of the indicator have not been addressed.	• No resources have been assigned.

Initial/Ad-Hoc	• The entity has commenced to address the indicator, however processes are ad-hoc or are applied on a case-by-case basis.	• Some relevant processes have been implemented which align with the requirements of the indicator, however they are:
		  • siloed; and/or
		  • undocumented; and/or
		  • inconsistent; and/or
		  • lack clarity.
			• Capabilities vary across the entity.
			 • Resources are not formally assigned.

Defined and Developed	• The entity has addressed the indicator and is in the process of implementing the requirements across the entity.	• Relevant processes have been defined and developed, however are yet to be rolled out across the full operations of the entity.	• Resources have been assigned and responsibilities defined, however there is no formal training or communication of standard procedures, and it is unlikely that deviations will be detected.
Managed and Measurable	• The entity has demonstrated that Indicator requirements are formally embedded and are operating effectively and continuously.	• Relevant processes are integrated and coordinated, including remote operations and activities.	• Personnel have been trained to detect and report on deviations or break downs in processes. • Resources have been assigned to monitor and address non-compliance.

Appendix B

AUDIT FINDING PRIORITIES

The following priority ratings have been used to assess findings arising from this audit:

Priority 1	Priority 2	Priority 3
Gaps or control weaknesses have been identified resulting in non-compliance with the indicator.	Progress has been made with respect to implementation of the required indicator, however full compliance is yet to be achieved.	Issues have been identified which represent minor procedural weaknesses or improvement opportunities with respect to the operation of the indicator.
Mitigation actions are required to be developed and initiated as soon as practicable but no later than 30 days from the issuance of this report, with expected resolution within 3 months.	Mitigation actions are required to be developed and initiated within 3 months or earlier from the issuance of this report, with expected resolution within 6-9 months.	Expected resolution is within 12 months or earlier from the issuance of this report.

Appendix C

GLOSSARY

The definitions of terms used in the National Catholic Safeguarding Standards consider Australian State, Territory and federal laws and relevant regulations, canon law, information from the Holy See, the Royal Commission into Institutional Responses to Child Sexual Abuse, the National Principles for Child Safe Organisations and the Glossary on Sexual Exploitation and Abuse published by the United Nations in 2017.

The glossary does not have any legal force and is meant only to serve as a reference tool for the National Catholic Safeguarding Standards. All terms and definitions are to be read in the context of these Standards alone.

Abuse	when used throughout the NCSS document this is an inclusive term covering both child and adult abuse
Abuse of Power	means the abuse of position, function, or duty to take advantage of another. This can take many forms and include situations where a person has power over another person by virtue of their relationship (e.g., employer and employee, teacher and student, coach and athlete, parent or guardian and child, clergy/religious and parishioner) and uses that power to their advantage.
Accessible language	means information is provided in multiple formats for individuals with different levels of English literacy and proficiency, modes of communication, languages, and cognitive abilities.
Adult	means any person 18 years or older. When used throughout the NCSS document this is an inclusive term referring to all adults, including adults at risk.
Adult abuse	means the improper treatment of a person that results in the actual and/or likelihood of causing physical or emotional harm. Abuse can come in many forms, such as: physical or verbal maltreatment, neglect, injury, assault, violation, rape, unjust practices, crimes, exploitation, or other types of aggression. There are several categories of abuse of adults, such as: • Sexual abuse* • Physical abuse* • Emotional/psychological abuse* • Neglect* • Elder abuse* • Financial abuse* • Exploitation* Within the context of the Catholic church and faith-based entities, it is also important to recognise spiritual abuse* as an additional subtype of abuse.
Adult at risk	means any person aged 18 years and over who is at increased risk of experiencing abuse, such as people:

	• who are elderly. • with a disability. • who suffer from mental illness. • who have diminished capacity. • who have cognitive impairmen.t • who have suffered previous abuse. • who are experiencing transient risks. • who in receiving a ministry or service are subject to a power imbalance. • who are from a culturally or linguistically diverse background/ • who are of diverse sexuality/ • who have any other impairment or adversity that makes it difficult for them to protect themselves from abuse.
Allegation	means a complaint, still to be verified, claiming, or asserting that someone has committed an act of abuse against a child or adult. The term is used interchangeably and in combination with "complaint".
Audit	means a mechanism to assess how a Church Authority, ministry or entity governed by a Church Authority, is implementing the National Catholic Safeguarding Standards.
Australian Catholic Bishops Conference	means the assembly of Bishops of Australia exercising together certain pastoral offices for the Catholics of Australia.
Bishop	means a diocesan bishop or archbishop, the ordinary of an Ordinariate and the prelate of a Personal Prelature of the Latin Church and an eparch of the Eastern Churches
Canon law	means the revised code of canon law promulgated by His Holiness Pope John Paul II in 1983 and the Code of Canons of the Eastern Churches as promulgated in 1990 and any other universal or legislation promulgated by the competent ecclesiastical authority.
Canonical Offence	means canonical crimes[1] of sexual abuse committed by clerics and religious are: • forcing someone, by violence or threat or through abuse of authority, to perform or submit to sexual acts. • performing sexual acts with a minor or a vulnerable person. • the production, exhibition, possession, or distribution, including by electronic means, of child pornography, as well as by the recruitment of or inducement of a minor or a vulnerable person to participate in pornographic exhibitions. [1] The canonical crimes/delicts/offences committed by clerics or religious as stated in Art. 1 §1 a) of *Vos Estis Lux Mundi.* [2] Definition of vulnerable person as stated in Art. 1 §2 b) of *Vos Estis Lux Mundi*: "means: any person in a state of infirmity, physical or mental deficiency, or deprivation of personal liberty which, in fact, even occasionally, limits their ability to understand or to want or otherwise resist the offence". This definition is captured by the term 'Adult at risk' within the NCSS.
Catholic Religious Australia	CRA is the conference of major superiors comprising leaders of religious institutes and societies of apostolic life within the Catholic Church in Australia.
Certification	means the act of giving official authority or approval and certification of the implementation of the NCSS and permission to use the ACSL Certification symbol.
Child/ren	means individuals under 18 years of age.
Child abuse	There are different legal definitions of child abuse in Australia. Definition sourced from the Australian Institute of Family Studies: https://aifs.gov.au/cfca/publications/reporting-abuse-and-neglect

	Child abuse refers to any behaviour or treatment by parents, caregivers, other adults or older adolescents that results in the actual and/or likelihood of causing physical or emotional harm to a child. Such behaviours may be intentional or unintentional and can include acts of omission (i.e., neglect) and commission. Child abuse and neglect is commonly divided into five subtypes: • physical abuse • emotional/psychological abuse • neglect • sexual abuse • exposure to family violence
Church Authority	means: • a diocesan bishop or archbishop, an ordinary of an Ordinariate and the prelate of a Personal Prelature of the Latin Church and an eparch of an eparchy of an Eastern Church. • the competent authority, howsoever titled, exercising the ministry of governance for religious institutes in Australia in accordance with their Constitutions; or • for ministerial PJPS the competent authority in accordance with the statutes. • for any other Church entity, the senior authority within the organization in accordance with its rules.
Church Protocols	means official procedures or system of rules which govern the affairs of the Catholic Church in Australia, for example, Vos Estis Lux Mundi and the National Response Protocol.
Civil Standard	the most common standard of proof relates to civil proceedings, which is the balance of probabilities (incorporating the principles from Briginshaw v Briginshaw) – which means it is more probable than not that what the person says happened is true (in criminal cases, the standard is proof beyond reasonable doubt).
Clergy	includes bishops, priests and deacons.
Clergy and religious from countries other than Australia	means any cleric or member of a religious institute who is specifically recruited or welcomed from overseas by a Church Authority or entity.
Cleric	a member of the clergy.
Clericalist/ism	means an attitude toward clergy/religious characterised by an excessive deference and an assumption of their moral superiority. Pope Francis has said that it occurs when "clerics feel they are superior, [and when] they are far from the people." It can be "fostered by priests themselves or by lay persons".
Cognitive impairment	means when a person has trouble remembering, learning new things, concentrating, or making decisions that affect their everyday life, because of their condition. Some causes of long-term or permanent cognitive impairment include dementia, stroke, or brain injury. For further information see: https://www.healthdirect.gov.au/cognitive-impairment
Complainant	means any person who makes a complaint that may include any allegation, suspicion, concern, or report of a breach of the entity's Code of Conduct. A complaint may also include disclosures made to an institution that may be about, or relate to, abuse in the entity's context.

Conflicts of interest	means situations (perceived or actual) where a conflict arises between a person's official duties and their private interests, which could influence the performance of those official duties. Such conflict generally involves opposing principles or incompatible wishes or needs and may occur when personnel function in multiple roles.
Consecrated Life/Institute of Consecrated Life	is an association of faithful in the Catholic Church erected by canon law whose members profess the evangelical counsels of chastity, poverty, and obedience by vows or other sacred bonds (as defined in the Code of Canon Law under canons 573–730). Apart from being a member of an institute, consecrated life may also be lived individually; the Catholic Church recognises, as forms of individual consecrated life that are not members of institutes, namely that of hermits and consecrated virgins.
Cultural safety	means an environment that is safe for people of all ethnicities and cultural identities: where there is no assault, challenge, or denial of their identity, of who they are and what they need. It is about shared respect, shared meaning, shared knowledge, and experience, of learning, living and working together with dignity and truly listening.
Dicastery	means a department of the Roman Curia.
Dignity or Right to Risk	refers to enabling individuals the right (or dignity) to take reasonable risks. It recognises that restricting this right can stifle the individual's growth, self-esteem and the overall quality of life: 'Given that an individual's personal dignity is manifested, in part, by their ability to remain autonomous, and being autonomous engenders risk-taking. Inhibiting an individual's ability to take risks erodes their dignity. Dignity of risk is therefore the principle of allowing an individual the dignity afforded by risk-taking, subsequently enhancing their personal growth and quality of life.' (Joseph E Ibrahim and Marie-Claire Davis, 'Impediments to Applying the "Dignity of Risk" Principle in Residential Aged Care Services: "Dignity of Risk" in Residential Aged Care', Australasian Journal on Ageing 32, no. 3 (September 2013): 188–93)
Diminished capacity	means if an adult needs to make a decision and is unable to carry out any part of this process (as listed below), they have impaired decision-making capacity. There are three elements to making a decision: • understanding the nature and effect of the decision; • freely and voluntarily deciding; and • communicating the decision in some way.
Diocese	means a diocese, archdiocese, ordinariate or personal prelature of the Latin Church and an eparchy of an Eastern Church.
Disability (persons with)	means those who have physical, mental, intellectual, or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. (Article 2, United Nations Convention on the Rights of Persons with Disabilities.)
Diversity	means a range of people who have various racial, ethnic, socioeconomic, and cultural backgrounds and various lifestyles, experience, and interests.
Diverse sexuality	refers to all the diversities of sex characteristics, sexual orientations, and gender identities, without the need to specify each of the identities, behaviours, or characteristics that form this plurality.
Elder abuse	means a single or repeated act or lack of appropriate action, occurring within any relationship where there is an expectation of trust which causes harm or distress to an older person.

Emotional abuse (adults)	is a common form of abuse that occurs in close relationships. Emotional abuse is defined as abuse that occurs when a person is subjected to behaviours or actions aimed at preventing or controlling their behaviour, with the intent to cause them emotional harm or fear, through manipulation, isolation, or intimidation.
Emotional abuse (children)	Emotional abuse of children refers to a parent or caregiver's inappropriate verbal or symbolic acts towards a child and/or a pattern of failure over time to provide a child with adequate non-physical nurturing and emotional availability. Such acts of commission or omission are likely to damage a child's self-esteem or social competence.
Entity	means a diocese, religious institute, ministerial PJP (including their agencies) or association recognised as Catholic in accord with canon law.
Exploitation	is the deliberate maltreatment, manipulation or abuse of power and control over another person. It is taking advantage of another person or situation usually, but not always, for personal gain.
Exposure to family violence	is generally considered to be a form of psychologically abusive behaviour, where a child is present (hearing or seeing) while a parent or sibling is subjected to physical abuse, sexual abuse, or psychological maltreatment, or is visually exposed to the damage caused to persons or property by a family member's violent behaviour.
Financial abuse	involves the illegal or improper use or mismanagement of a person's money, property or resources. Stealing, fraud, forgery, embezzlement, forced changes to a will, inappropriate removal of a resident's decision-making powers and misuse of power of attorney are all forms of financial abuse or exploitation.
Formation/program	means a program preparing individuals for ordination or profession of vows and a life-long journey to the invitation of Christ to proclaim and live the Gospel message, within the life of the Church.
Good Standing	A person in good standing is regarded as having complied with all their safeguarding obligations, and is not subject to any form of allegation, disciplinary process, sanction suspension.
Grooming (child)	refers to a pattern of behaviour aimed at engaging a child as a precursor to sexual abuse. It includes establishing a 'special' friendship/relationship with the child. Grooming can include the conditioning of parents and other adults to think that the relationship with the child is 'normal' and positive.
Grooming (adult)	is the predatory act of manoeuvring another individual into a position that makes them more isolated, dependent, likely to trust, and more vulnerable to abusive behaviour.
Guardian	refers to the person(s) who has the legal authority to care for the personal and property interests of another person.
Institutional abuse	means abuse or poor care within an institution or specific care setting. Possible causes of institutional abuse include: • a "closed" culture within an organisation where transparency is discouraged. • lack of flexibility and choice for people using the service. • failure to properly check the backgrounds and interview staff. • inadequate training. • lack of safeguarding policies and procedures. • lack of support of staff by management. • poor supervision; and • poor standards of care.
Lay/lay person	means members of the Catholic Church and Church personnel other than bishops, priests, deacons and religious.

Leaders	means personnel who are responsible for important governance decisions within a Church entity and/or who lead and coordinate Church improvement initiatives.
Mentor	means an experienced and trusted advisor or a person who gives a younger or less experienced person help and advice over a period.
Ministerial PJP	means a legal entity which is constituted a public juridic person in canon law and carries on its mission in the name of the Church, in accordance with its statutes approved by the competent ecclesiastical authority.
Ministry	means any activity within, or conducted by, an entity, that is authorised by formal appointment and designed to carry out the apostolic and charitable works of the Catholic Church.
NDIS Worker Screening Check	The NDIS Worker Screening Check is an assessment of whether a person who works, or seeks to work, with people with disability poses a risk to them. The assessment determines whether a person is cleared or excluded from working in certain roles with people with disability. For further information see https://www.ndiscommission.gov.au/about/ndis-worker-screening-check
Neglect (adult)	is the failure of a carer to provide the necessities of life to a person for whom they are caring.
Neglect (child)	refers to a failure by a caregiver to provide the basic requirements for meeting the physical and emotional developmental needs of a child. Physically neglectful behaviours include a failure to provide adequate food, shelter, clothing, supervision, hygiene or medical attention.
Offender	means a person who has admitted abuse or whose responsibility for abuse has been determined by a court of law (criminal or civil), statutory or Church procedure.
Organisation	means a ministry and/or service operating under the governance of a recognised authority (such as a legal entity) and/or a Church Authority.
Pastoral care	means when one person has responsibility for the wellbeing of another or for a faith community. It includes the provision of spiritual advice and support, education, counselling, medical care, and assistance in times of need. All work involving the supervision or education of children and young people is a work of pastoral care.
Personnel (Church personnel)	means a cleric, religious or other person who is employed by the entity or engaged on a contract, subcontract, voluntary or unpaid basis.
Physical abuse	is a non-accidental physically aggressive act which results in physical pain or injury, and which may include physical coercion and physical restraint. Physical abuse may be intentional or may be the inadvertent result of physical punishment.
Professional/pastoral supervision	means a professional activity in which personnel are engaged in reflection and learning, under the guidance of a supervisor. Supervision assists personnel in their accountabilities for professional standards, defined competencies for their role and understanding and implementation of organisational policy and procedures. For clerics and religious, professional supervision assists in the maintenance of boundaries of the pastoral relationship and enhances the quality of their ministry.
Protective behaviours program	Is a type of abuse prevention program and means an age-appropriate structured education program to equip children and young people with the skills and knowledge to enhance their personal safety.
Reflective practice	is a professional development technique that involves thoughtfully considering one's own experiences in applying knowledge to practice. It is expected to be a continuous process, whereby an individual explores an experience to identify what happened and what their role in this experience was, including behaviour, thinking,

	and related emotions. Reflective practice enables potential changes in approaches to similar future events to be identified, with the aim of improved performance.
Religious institute	means an entity within the Catholic Church whose members commit themselves through religious vows to lead a life of poverty, chastity and obedience. Societies of apostolic life resemble religious institutes in that their members also live a life in common. They do not take religious vows but live out the apostolic purpose of the group. In these Standards, the term 'religious institutes' is used to include religious institutes, societies of apostolic life and secular institutes.
Religious	means a member of an institute of consecrated life or a society of apostolic life.
Respondent	means a person against whom a complaint is made.
Review	means an internal self-assessment of an entity's implementation of the National Catholic Safeguarding Standards. A review can also be an assessment that forms part of the process of continuous improvement which occurs when following up recommendations made during an audit.
Risk-based audit and Review Framework	means a framework for assessing the implementation of the National Catholic Safeguarding Standards that reflects a proportionate response based on the risk profile of the Church Authority.
Risk Profile	means an assessment against key safeguarding risk factors.
Safeguarding Committee	means a committee established to advise and support the Church Authority on all matters relating to safeguarding, including the development and implementation of a Safeguarding Implementation Plan and coordinating annual self-audits at a local level. Committee members need relevant and varied professional expertise in relation to safeguarding, child protection, organisational culture and structure, policy development, etc. and include lay women and men.
Safeguarding Culture	means embedding safeguarding into everything an organisation does. In promoting this culture, young people and adults at risk will understand they will be listened to, supported, and known action will be taken on their behalf.
Safeguarding Commitment Statement	means a Commitment Statement describing an entity's commitment to keep children and adults safe from harm. It informs the entity's safeguarding culture.
Safeguarding Co-ordinator	means an individual who champions safeguarding and co-ordinates the implementation of the National Catholic Safeguarding Standards within an entity.
Safeguarding Implementation Plan	means a documented plan which articulates actions to be taken across the entity to ensure safeguarding practices are in place. It includes actions, strategies, responsibilities, delegations, and accountabilities, and tracks review and progress. It is overseen by the Safeguarding Committee.
Safeguarding policies and procedures	means any policies or procedures of the entity that address elements of safeguarding children and adults. For example, but not limited to: • recruitment. • risk management. • complaint handling; and • acceptable use of online applications.
Seminarian	a student in a theological formation and education centre preparing for ordination as a priest.
Seminary	means a centre for the formation and education of students preparing for ordination.
Sexual abuse (adult)	Sexual abuse is a form of sexual assault. Sexual abuse includes rape, indecent assault, sexual harassment, and sexual interference. Sexual activity with an adult who is incapacitated by a mental or physical condition (such as dementia) that impairs his or her ability to grant informed consent, is defined as sexual

	assault/abuse. Sexual assault/abuse includes where through force, threats or abuse of authority, an individual commits a canonical offence or forces someone to perform or submit to sexual acts. Sexual assault is a crime.
Sexual abuse (child)	refers to exposing a child to any form of sexual activity. This may or may not involve physical contact. This may take the form of taking sexually explicit photographs or videos of children, forcing children to watch or take part in sexual acts and forcing or coercing children to have sex or engage in sexual acts with other children or adults.
Spiritual abuse	means abuse of a person that invokes a person's religious beliefs and faith to perpetrate harm. Spiritual abuse can occur as a secondary experience of abuse when abuse is perpetrated by someone in a position of spiritual authority and trust within the Church a
Substantiated complaint	means under the civil standard of proof an allegation of abuse for which the investigator finds that sufficient evidence exists to believe that the alleged conduct more likely than not occurred.
Third parties	means any individual, group or legal entity outside the Church entity who contract services and facilities to or from the Church entity.
Transient Risk	means short-term risk, experienced by people at different stages in their life: e.g. when someone is vulnerable due to: • grief • bereavement • relationship breakdown • homelessness • unemployment • financial hardship
Trauma-informed and victim-centred support	is a strengths-based framework which is founded on five core principles – safety, trustworthiness, choice, collaboration, and empowerment. Trauma-informed services do no harm: they do not re-traumatise or blame victims for their efforts to manage their traumatic reactions, and they embrace a message of hope and optimism that recovery is possible. In trauma-informed services, trauma survivors are seen as unique individuals who have managed their responses to the experiences as best that they could.
Validation	means an assessment by ACSL of any self-assessment, review or audit, undertaken to achieve ACSL Certification status.
Working With Children Check	means generic term used in the National Catholic Safeguarding Standards to denote the statutory screening requirement for people who work or volunteer in child-related work. There is not yet a single national framework setting out requirements for 'working with children' checks. Each State/Territory in Australia has its own system. They are one part of a Church entity's recruitment, selection, and screening practices.
Working with Vulnerable People Check	means the Working with Vulnerable People (Background Checking) Act 2011 in the Australian Capital Territory which requires those working with children (and other vulnerable groups) to complete a Working with Vulnerable People Check and be registered before they can commence employment. Tasmania has a 'Working with Vulnerable People Check' which requires all employees and volunteers aged 16 and over working in childcare services or other child-related services to apply for a WWVP check. To date, only the ACT and Tasmania have this requirement.