

STRATEGIC PLAN

2018-2021

COURAGE COMPASSION
HONESTY

OUR CONTEXT

Catholic Professional Standards Ltd (CPSL) was formed in response to the findings of the Royal Commission into Institutional Responses to Child Sexual Abuse.

The findings of the Royal Commission are of grave concern and must be addressed with urgency.

CPSL was established by the Australian Catholic Bishops Conference and Catholic Religious Australia. It operates independently of the Church. There are no bishops, priests, brothers or sisters on the CPSL Board. CPSL board directors are lay people with professional expertise in the fields of law, education, human services, safeguarding and regulation.

CPSL 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 breach of community trust.

OUR PURPOSE

CPSL is committed to fostering a nationally consistent culture of safety and care for children and vulnerable adults by developing National Catholic Safeguarding Standards.

CPSL will audit compliance with these Standards, holding the leaders and members of Catholic organisations accountable for the safety of children and vulnerable adults who come into contact with the Church and its works.

This includes Catholic dioceses, congregations and institutions providing education, health and aged care, social and community services, pastoral care and other services.

CPSL will publicly report audit findings and provide education and training with respect to the Safeguarding Standards.

OUR VALUES

Our values define us. CPSL is committed to acting with courage, compassion and honesty.

These values guide the ways we develop and manage our organisation and inform cultural change within the Catholic Church to better safeguard children and vulnerable adults.

COURAGE

We stand firm, act responsively and persevere.

COMPASSION

We honour the dignity of all and work with understanding, respect and care.

HONESTY

We embrace openness and transparency, and act with integrity, probity, fairness and consistency.

We seek to embed our values in everything we do.

STRATEGIC PLAN 2018-2021 | GOALS

OUR SERVICES

We are committed to providing high quality, integrated services and to publishing reports that assist Church entities to learn and strengthen their safeguarding.

In 2018-2021 we will:

- 1.1** Develop and refine the National Catholic Safeguarding Standards to help safeguard children and vulnerable adults, building on the standards developed by the Royal Commission.
- 1.2** Develop a comprehensive Audit Framework which includes measuring compliance with the Standards, the effectiveness of safeguarding practices and organisational culture, and implement an Audit Plan.
- 1.3** Publish Audit Reports to promote accountability and transparency.
- 1.4** Develop and implement a learning and development strategy to strengthen the awareness, knowledge, skills and capacity of the Church to safeguard children and vulnerable adults.

OUR GOVERNANCE AND ENGAGEMENT

We are committed to lead and manage CPSL to implement our purpose, live our values and deliver our services.

In 2018-2021 we will:

- 2.1** Review and refine our initial governance and management structures, frameworks, member arrangements and constitution. We will further enhance our practices and our reputation for transparency and independence in response to emerging evidence and critical reflection.
- 2.2** Establish a process of external, independent operational review of CPSL.
- 2.3** Develop and implement a robust engagement strategy to hear and honour the voices, concerns and fears of children, vulnerable adults and victim/survivors of abuse.
- 2.4** Proactively engage with Church, government, community and other stakeholders to inform efforts to keep children and vulnerable adults safe.
- 2.5** Articulate an internal evaluation framework which reviews the effectiveness of our work.

OUR PEOPLE AND RESOURCES

We will work with our people, shape a learning culture and manage our resources to deliver CPSL strategy, governance and services.

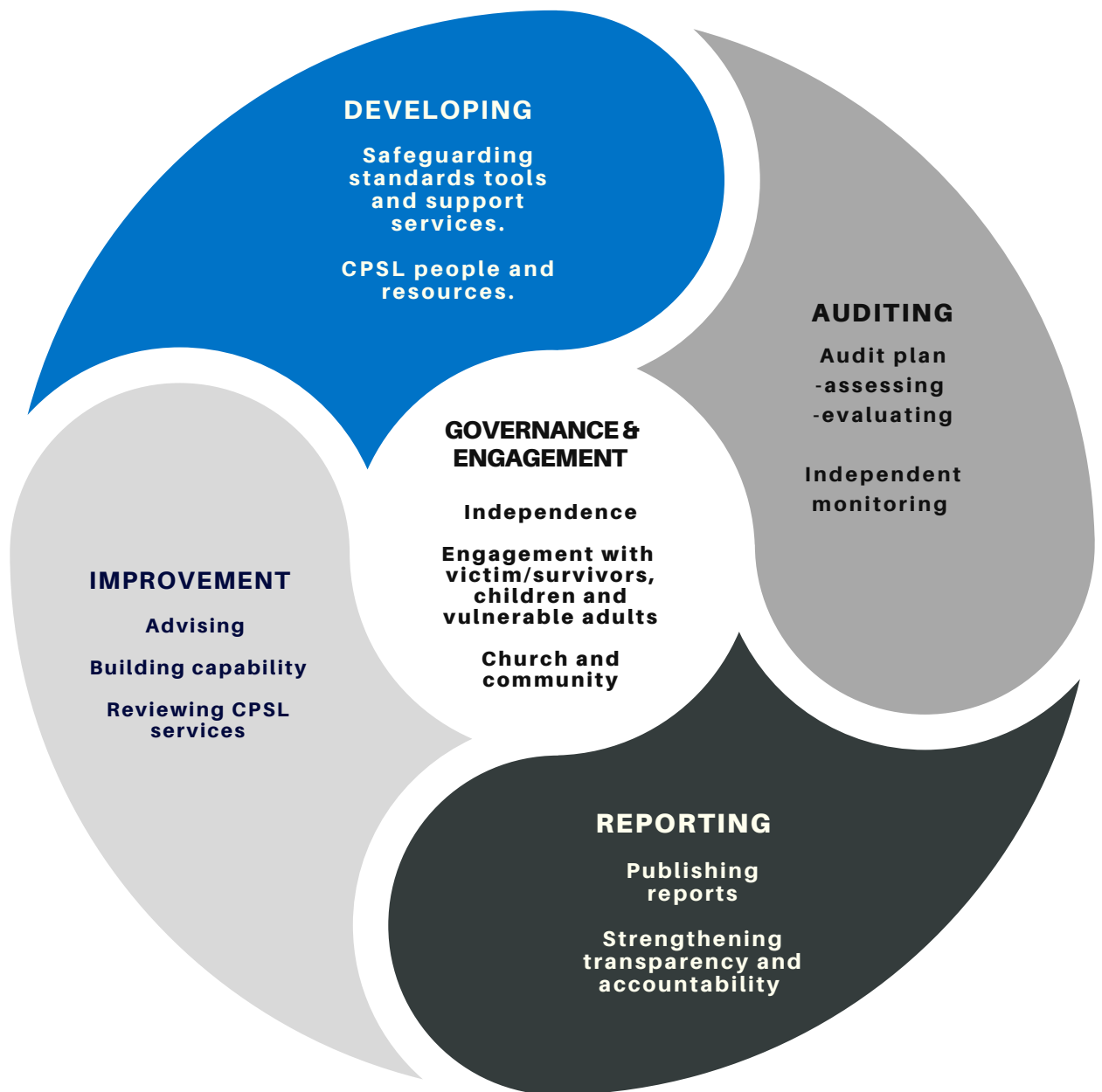
In 2018-2021 we will:

- 3.1** Implement a plan for Board formation and ongoing development.
- 3.2** Develop and implement a staff formation, recruitment and development plan.
- 3.3** Manage a sustainable budget and establish a service fee structure.
- 3.4** Implement an infrastructure and resource management plan. Implement a Communications Strategy.
- 3.5** Finalise a funding agreement with Australian Catholic Bishops Conference and Catholic Religious Australia.

STRATEGIC PLAN 2018-2021

We audit the application of accepted best practice standards to protect children and vulnerable adults from abuse and exploitation.

Strengthening accountability, transparency and leadership on safeguarding children and vulnerable adults.



We shine a light on existing practices to create accountability and bring about change.