

<b>Submitted Date</b>	05-Jun-2018 14:23
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<b>Come-back-Later Code</b>	KGNH5MK242
<b>1. Is this an individual response or are you officially responding on behalf of an organisation?</b>	Catholic entity
<b>2. Please provide your name</b>	Anonymous
<b>6. Please indicate the approximate number of Church personnel affiliated with your organisation</b>	1001 - 5000
<b>Do you consent to your identifying details being published, in addition to your responses, on the CPSL website?</b>	No, I do not want my identifying details published
<b>General feedback relating to the Standards</b>	
<b>1. The National Catholic Safeguarding Standards are: - Easy to understand</b>	Agree
<b>1. The National Catholic Safeguarding Standards are: - Presented in a logical manner</b>	Agree
<b>1. The National Catholic Safeguarding Standards are: - User-friendly</b>	Agree
<b>1. The National Catholic Safeguarding Standards are: - Consistent and accurate in their use of terminology</b>	Agree
<b>2. I/we believe that the National Catholic Safeguarding Standards create conditions that will increase the likelihood of identifying and reporting harm to children in Catholic entities.</b>	Agree
<b>3. I/we believe that the National Catholic Safeguarding Standards will facilitate appropriate response to disclosures, allegations and suspicions of harm to children in Catholic entities.</b>	Agree
<b>4. I/we believe that the National Catholic Safeguarding Standards will reduce the likelihood of harm to children in Catholic entities.</b>	Agree

Please provide further explanation regarding your choice of responses to questions 1 to 4, either by providing a general comment below and/or providing specific comments against each Standard in the next section of the Survey.

**5. General/Overall comments on the National Catholic Safeguarding Standards**

Our main concern is about page 5, Point 1.1, "methods to manage people who breach the policy (e.g. dismissal, suspension or transfer to other duties)"; given history then suggesting that anyone in breach would be transferred to other duties is probably not the message we should be relaying. We realise it is minor but the wording could be construed otherwise.

**Standard 1: Committed leadership, governance and culture**

**1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?**

Effective

**1a. Please explain your response.**

Many of these elements are already in place in [redacted] and have been shown to be effective. [redacted] has also undertaken significant work to consolidate governance and its workplace culture around 'open practice' along with the implementation of its Child and Youth Risk Management Strategy. We have comprehensive and consistently applied child concern assessment and reporting procedures in line with Queensland legislation.

**2. What are the key challenges and opportunities for improvement in relation to the topic covered by this Standard? Will the National Catholic Safeguarding Standards address and alleviate these challenges?**

Yes – Official appointment of Safeguarding Coordinators, with clearly defined duty statements, will facilitate consistency across agencies as long as it is rolled out clearly to the entire organisation in a language they understand. The question always remains “how do we actually know that our governance actually translates to being consistently child safe?” Governance is only effective when it is consistently applied, along with rigorous checks and balances in place. Workplace culture that actively promotes a robust culture of Open Practice is critical to underscore work of this nature.

<p><b>3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?</b></p>	<p>Consistency of understanding across varied personnel and work context. Consistency in understanding and application of robust culture and implementation at Senior Leadership Levels. Our main concern is about page 5, Point 1.1, "methods to manage people who breach the policy (e.g. dismissal, suspension or transfer to other duties)"; given history then suggesting that anyone in breach would be transferred to other duties is probably not the message we should be relaying. We realise it is minor but the wording could be construed otherwise.</p>
<p><b>4. Are there any gaps in the Standard, Criteria, Indicators or Implementation and Evidence Guide that you can identify, or areas that have not been covered?</b></p>	<p>Safe mechanisms for Staff to report Duty of Care concerns when involving Senior Staff.</p>
<p><b>Standard 2: Children are safe, informed and participate</b></p>	
<p><b>1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?</b></p>	<p>Needs improvement</p>
<p><b>1a. Please explain your response.</b></p>	<p>It needs improvement by way of consistency across all entities.</p>
<p><b>2. What are the key challenges and opportunities for improvement in relation to the topic covered by this Standard? Will the National Catholic Safeguarding Standards address and alleviate these challenges?</b></p>	<p>Ensuring appropriate resources are accessible or provided to support implementation for a range of ages and abilities. Ensuring a consistent and shared understanding and application of what is meant by considerations such as "age-appropriate", "culturally respectful". No point in implementing this without a national mechanism of re-education as the precursor. Properly resourced with appropriate staff.</p>
<p><b>3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?</b></p>	<p>Building an education package that can be implemented for both staff and children. Sourcing consistent education programs. Education of staff that ensures they have a safe reporting environment.</p>
<p><b>4. Are there any gaps in the Standard, Criteria, Indicators or Implementation and Evidence Guide that you can identify, or areas that have not been covered?</b></p>	<p>No.</p>

### Standard 3: Partnering with families, carers and communities

<p><b>1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?</b></p>	<p>Somewhat effective</p>
<p><b>1a. Please explain your response.</b></p>	<p>Genuine partnership with families and carers is often unskilled and inconsistent.</p>
<p><b>2. What are the key challenges and opportunities for improvement in relation to the topic covered by this Standard? Will the National Catholic Safeguarding Standards address and alleviate these challenges?</b></p>	<p>Systematic way of gaining feedback from families – will there be a standard or examples provided for questions to ensure consistency? The Safeguards will go some way in addressing this but only in parallel to a robust education platform and driving a robust workplace culture at all levels of organisations. Clear process for gaining input from stakeholders.</p>
<p><b>3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?</b></p>	<p>Additional resources may be required to ensure engagement / education of families. Resourcing with people skilled at documenting feedback procedures and communication framework.</p>
<p><b>4. Are there any gaps in the Standard, Criteria, Indicators or Implementation and Evidence Guide that you can identify, or areas that have not been covered?</b></p>	<p>No.</p>

### Standard 4: Equity is promoted and diversity is respected

<p><b>1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?</b></p>	<p>Somewhat effective</p>
<p><b>1a. Please explain your response.</b></p>	<p>Importance is in the consistency of application. Improvement is needed in terms of understanding how such principles are applied in the context of children from ATSI or CALD backgrounds and LGBTIQ children.</p>
<p><b>2. What are the key challenges and opportunities for improvement in relation to the topic covered by this Standard? Will the National Catholic Safeguarding Standards address and alleviate these challenges?</b></p>	<p>Opportunity to expand existing policies and training. Understanding processes that already exist and how we can improve and add to.</p>
<p><b>3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these</b></p>	<p>Resourcing - consistency and appropriateness of resources to support. The Safeguards will go some way in addressing this but only in parallel</p>

<b>Standards?</b>	to a robust education platform and driving a robust workplace culture at all levels of organisations.
<b>4. Are there any gaps in the Standard, Criteria, Indicators or Implementation and Evidence Guide that you can identify, or areas that have not been covered?</b>	No.
<b>Standard 5: Robust human resource management</b>	
<b>1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?</b>	Somewhat effective
<b>1a. Please explain your response.</b>	Improvement has been made in this area over the past couple of years. We have robust probation, supervision, appraisal processes in place where direct observation of client work is a component of assessing suitability for work of this nature.
<b>2. What are the key challenges and opportunities for improvement in relation to the topic covered by this Standard? Will the National Catholic Safeguarding Standards address and alleviate these challenges?</b>	Professional Supervision by a skilled professional that may have a degree of independence from the entity. The Safeguards will go some way in addressing this but only in parallel to a robust education platform and driving a robust workplace culture at all levels of organisations. Independent Human Resource Management support.
<b>3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?</b>	Training and support re Professional Supervision. Further guidelines on this would be welcomed. Finding appropriate person who is given the appropriate level of authority.
<b>4. Are there any gaps in the Standard, Criteria, Indicators or Implementation and Evidence Guide that you can identify, or areas that have not been covered?</b>	No.
<b>Standard 6: Effective complaints management</b>	
<b>1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?</b>	Somewhat effective
<b>1a. Please explain your response.</b>	Significant work has been undertaken in this context however further improvement can be made to address all evidentiary requirements set

	out in the guide.
<b>2. What are the key challenges and opportunities for improvement in relation to the topic covered by this Standard? Will the National Catholic Safeguarding Standards address and alleviate these challenges?</b>	Existing complaint management procedures will need some refinement and further documentation to ensure clear procedural steps e.g. clear flowcharts. Whilst we have complaints procedures and processes they do not incorporate age appropriate and child friendly mechanisms for feedback or complaint. Developing one complaints process for the Archdiocese including an easy to understand and clear feedback process.
<b>3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?</b>	Consistency of practice; clear points of escalation identified. It is also essential that children's normal developmental behaviours in the area of sexuality are not escalated unnecessarily resulting in possible trauma. The Safeguards will go some way in addressing this but only in parallel to a robust education platform and driving a robust workplace culture at all levels of organisations. Consistency. Development of escalation framework.
<b>4. Are there any gaps in the Standard, Criteria, Indicators or Implementation and Evidence Guide that you can identify, or areas that have not been covered?</b>	No.
<b>Standard 7: Ongoing education and training</b>	
<b>1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?</b>	Somewhat effective
<b>1a. Please explain your response.</b>	Whilst improvements have been made in this area it appears most of it is on-line. Education of this type and nature requires some face-to-face content.
<b>2. What are the key challenges and opportunities for improvement in relation to the topic covered by this Standard? Will the National Catholic Safeguarding Standards address and alleviate these challenges?</b>	Ensuring all staff have Safeguarding Training completed prior to beginning work, rather than within a three month period. The Safeguards will go some way in addressing this but only in parallel to a robust education platform and driving a robust workplace culture at all levels of

	organisations. This is the critical underscore to ensure that all Standards are consistently understood and applied. Needs to be part of the employee induction with regular formalized follow-up.
<b>3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?</b>	Consideration of minimum requirements for training in the case of relief or temporary staff required to meet legislative requirements. Significant resourcing should be invested in education, training and driving a strong workplace culture of child safe organisations. Clear documenting of training/education requirements.
<b>4. Are there any gaps in the Standard, Criteria, Indicators or Implementation and Evidence Guide that you can identify, or areas that have not been covered?</b>	No.
<b>Standard 8: Safe physical and online environments</b>	
<b>1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?</b>	Somewhat effective
<b>1a. Please explain your response.</b>	Consultation with children and young people needs to be incorporated into our planning and considerations.
<b>2. What are the key challenges and opportunities for improvement in relation to the topic covered by this Standard? Will the National Catholic Safeguarding Standards address and alleviate these challenges?</b>	The completion of Safeguarding risk assessments of environments currently happens, sometimes formally recorded, sometimes happening dynamically – frequency of assessment may need to be defined as a baseline. Creation of benchmark or baseline.
<b>3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?</b>	Consistency in documentation and process.
<b>4. Are there any gaps in the Standard, Criteria, Indicators or Implementation and Evidence Guide that you can identify, or areas that have not been covered?</b>	No.
<b>Standard 9: Policies and procedures support child safety</b>	

<b>1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?</b>	Effective
<b>1a. Please explain your response.</b>	Significant work has been observed to be undertaken across the organisation – some directorates have very robust policy and processes for child safety concerns, triage, escalation and reporting but it is unclear how consistent this is across the organisation.
<b>2. What are the key challenges and opportunities for improvement in relation to the topic covered by this Standard? Will the National Catholic Safeguarding Standards address and alleviate these challenges?</b>	Having policies and procedures reviewed externally – would assessment by current Regulatory Authority meet this requirement? Consistency in screening, assessment, and reporting. Independent authority to audit and regular review process.
<b>3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?</b>	Existing policies and procedures are based on this premise.
<b>4. Are there any gaps in the Standard, Criteria, Indicators or Implementation and Evidence Guide that you can identify, or areas that have not been covered?</b>	No.
<b>Standard 10: Regular improvement</b>	
<b>1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?</b>	Effective
<b>1a. Please explain your response.</b>	At least one directorate reviews its Risk Management Strategy every 12 months. Any child concern report is reviewed and signed off by the relevant manager. All children and young people assessed as at-risk are escalated to supervisors for oversight. Any concerning cases are then reviewed for root-cause analysis to identify if isolated or more systemic.
<b>2. What are the key challenges and opportunities for improvement in relation to the topic covered by this Standard? Will the National Catholic Safeguarding Standards address and alleviate these challenges?</b>	This Standard is essential to ensure the consistent application of the National Standards as an entirety. Education is key to ensuring all Church personnel have some key foundations to identify risk and protective factors for children

	and young people – this is critical.
<b>3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?</b>	Ensuring adequate resourcing, particularly during the establishment and implementation phase.
<b>4. Are there any gaps in the Standard, Criteria, Indicators or Implementation and Evidence Guide that you can identify, or areas that have not been covered?</b>	No.