

Submitted Date	07-Jun-2018 12:20
Total Time Taken	5439.31
Come-back-Later Code	3Y8VDUJ8QL
1. Is this an individual response or are you officially responding on behalf of an organisation?	Individual
2. Please provide your name	Anonymous
3. Please indicate your stakeholder group(s) :	Church volunteer
Do you consent to your identifying details being published, in addition to your responses, on the CPSL website?	No, I do not want my identifying details published
General feedback relating to the Standards	
1. The National Catholic Safeguarding Standards are: - Easy to understand	Agree
1. The National Catholic Safeguarding Standards are: - Presented in a logical manner	Agree
1. The National Catholic Safeguarding Standards are: - User-friendly	Agree
1. The National Catholic Safeguarding Standards are: - Consistent and accurate in their use of terminology	Agree
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.	Agree
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.	Agree
4. I/we believe that the National Catholic Safeguarding Standards will reduce the likelihood of harm to children in Catholic entities.	Agree

<p>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.</p> <p>5. General/Overall comments on the National Catholic Safeguarding Standards</p>	<p>Whilst I agree that the Standards offer the potential for improvement to safeguarding, the culture of non-confrontation of difficult issues is still strong in grass roots parishioners.</p>
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Standard 1: Committed leadership, governance and culture

<p>1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?</p>	<p>Somewhat effective</p>
<p>1a. Please explain your response.</p>	<p>The previous document 'Integrity in the Service of the Church' has never been widely promoted or reflected upon.</p>
<p>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?</p>	<p>The need for remedial action with existing parish staff, resistant to change.</p>
<p>3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?</p>	<p>Implementation and compliance are difficult across vast dioceses. Resources to audit, supervise and review would need to be stronger than at present.</p>
<p>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?</p>	<p>I would like to have seen more detail around safeguarding vulnerable adults.</p>

Standard 2: Children are safe, informed and participate

<p>1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?</p>	<p>Somewhat effective</p>
<p>1a. Please explain your response.</p>	<p>More opportunity is needed at parish level for children to have a say and be listened to.</p>
<p>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</p>	<p>Opportunities for improvement may involve more support and formation for youth leaders. Often, they slog away at youth groups without interaction with a wider portion of the</p>

address and alleviate these challenges?	community, including intergenerational contact.
3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?	Established systems have evaded review for so long, patience and perseverance will be key.
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?	Not at this time.
Standard 3: Partnering with families, carers and communities	
1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?	Somewhat effective
1a. Please explain your response.	With the implementation of Archdiocesan Safeguarding Training, we are only at the beginning of dialogue.
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?	Improvement may come with more opportunities to dialogue. We need practice at this. Older generations understandably have difficulty speaking of sexual abuse, whilst younger generations of parents actually want to be better informed. Monica Applewhite's training sessions for the Brisbane Archdiocese were excellent. Current training has been watered down.
3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?	We need to commit and recommit to change and ongoing dialogue.
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?	Not at this time.
Standard 4: Equity is promoted and diversity is respected	
1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?	Effective
1a. Please explain your response.	I appreciate its inclusion as recognition that we

	need to be particularly attentive in this area.
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?	With increasingly transcultural communities, opportunities for improvement may include the need for cross cultural pastoral workers. Migrants and refugees that have experienced extensive trauma already, may have a deep reluctance to speak out in their new country of residence. Ensuring progress in our Reconciliation Action Plans remains a key challenge.
3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?	Engaging experienced personnel from diverse backgrounds.
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?	Communication issues, e.g. providing multi-lingual resources.
Standard 5: Robust human resource management	
1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?	Needs improvement
1a. Please explain your response.	It has been my experience at parish level, that there is barely any Human Resource Management let alone that of the robust type. Although services may be available at Archdiocesan level, they have been frankly ignored by many priests and many staff members. Some parishes are changing, however, where there has been a priest in place for a very long time, staffing has also remained, without any external review, supervision or accountability.
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?	Key challenge: the breaking down of the 'old girl, old boy network'. Teachers, priests, former seminarians holding the keys, without transparency, accountability or review. And no, pastoral councils are not effective in changing this culture. HR Management needs to be stronger, as it seems to be very difficult for

	necessary sanctions/remedial actions to be effected upon those you may have studied with at teachers' college or attended seminary with etc. etc.
3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?	See above - this is THE main challenge. Lay Pastoral Ministry remains an area that the Bishops continue to commission committees, reports without strong results at grass root level.
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?	Lay Pastoral Ministry.
Standard 6: Effective complaints management	
1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?	Needs improvement
1a. Please explain your response.	Greater oversight of parish responses required.
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?	Similar to comments on previous Standard 5.
3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?	As above.
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?	I think more details need to be covered for Adult Survivors of historical abuse.
Standard 7: Ongoing education and training	
1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?	Effective
1a. Please explain your response.	I think it is positive that we are giving attention to ongoing training. Even when there is room for improvement, it is still having the effect of highlighting how complacent we have been in the past. People will adapt slowly.

<p>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?</p>	<p>Key challenges are that we need to leave behind the 'closed' system. Closed systems breed pathology. And that pathology has left certain maladaptive behaviours unchallenged.</p>
<p>3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?</p>	<p>I believe ongoing education and training should include psycho-social/spiritual supervision of key staff.</p>
<p>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?</p>	<p>The spiritual dimension.</p>
<p>Standard 8: Safe physical and online environments</p>	
<p>1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?</p>	<p>Effective</p>
<p>1a. Please explain your response.</p>	<p>I have witnessed great progress at parish level.</p>
<p>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?</p>	<p>More training for adults regarding online environments.</p>
<p>3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?</p>	<p>Inability to personally communicate around difficult topics. Different generations - different levels of repression/suppression.</p>
<p>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?</p>	<p>We are all trying to keep up with the speed of technology.</p>
<p>Standard 9: Policies and procedures support child safety</p>	
<p>1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?</p>	<p>Somewhat effective</p>
<p>1a. Please explain your response.</p>	<p>We are moving in the right direction.</p>
<p>2. What are the key challenges and opportunities for improvement in relation to the topic covered by this Standard? Will the</p>	<p>This is a change of era - there is community fatigue. There are also committed disciples. It is up to us.</p>

National Catholic Safeguarding Standards address and alleviate these challenges?	
3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?	Unsure.
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?	Unsure.
Standard 10: Regular improvement	
1. How would you rate this Standard in relation to safeguarding children from harm in Catholic entities?	Somewhat effective
1a. Please explain your response.	We have lagged behind in contemporary human resource practice, reflective pastoral ministry and codes of conduct for volunteers. So in many ways we are catching up, before regular improvement can be assessed.
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?	We need to draw pastoral staff from a wider/diverse group than teachers. They do excellent work in young formation, but have a tendency to infantilise adult faith (which has implications on spiritual and psycho-social maturity. Many are also part of the closed system.
3. What are the main challenges and obstacles you can foresee to the implementation of, and achievement of compliance with, these Standards?	As above.
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?	Not at this time.