

Learning and Development Strategy 2019-2021

Catholic Professional Standards Ltd (CPSL) is committed to fostering a culture of safety and care for children and vulnerable adults within the Catholic Church of Australia.

The aim of the Learning and Development Strategy is to strengthen awareness, knowledge, capability and capacity of Church entities to safeguard children and vulnerable adults. This Learning and Development Strategy is aimed at supporting and not replicating the work already being undertaken by Church entities in areas of safeguarding.

Objectives of the Learning and Development Strategy

- 1 Build the capacity of those who lead dioceses, congregations and Catholic Church entities, responsible for implementing the National Catholic Safeguarding Standards (the Standards)
- 2 Promote a safeguarding culture within Church entities
- 3 Promote the purpose and functions of CPSL

Overarching Strategies

- 1 Deliver a targeted approach to support Church leaders through training, guidance and resources in safeguarding that are flexible, accessible and meet the needs of a diverse number of Church entities
- 2 Provide support and advice on training and professional development in safeguarding children and vulnerable people to all Church entities
- 3 Partner with organisations, groups and networks to share good safeguarding practices, training and undertake research where a gap is identified in skills and knowledge

Core Capabilities

- 1 Understand that leadership and culture are integral to keeping children safe
- 2 Understand the rights and dignity of children
- 3 Understand the nature and impact of abuse and risk factors
- 4 Apply strategies that place emphasis on genuine engagement with children, carers, families and communities
- 5 Develop policies and procedures that embed safeguarding practice
- 6 Implement effective strategies that identify, assess and minimise risk of child abuse in Church entities
- 7 Respond in a timely manner to any concerns, disclosures and allegations of child abuse
- 8 Monitor and review performance to identify opportunities for improvement in safeguarding

Initial Focus - In line with the development of the National Catholic Safeguarding Standards, the first phase of the Learning and Development Strategy focuses on requirements for Church entities and organisations to safeguard children. From 2020, the focus will include the safeguarding of vulnerable adults.

Goal 1

Training and learning opportunities strengthen the awareness, knowledge, skills and capacity of Catholic Church entities to safeguard children and vulnerable adults

Strategy	Actions	Outcomes & Details	2019	2020	2021
1.1 To design & deliver training for Catholic Church Leaders that supports the roll-out of the National Catholic Safeguarding Standards	1.1.1 Deliver a one-day National Catholic Safeguarding Introductory Session for Leaders . This session is a requirement of the NCSS [<i>Indicator 5.3.2 - All Church Authorities (along with members of their leadership team) who are signatories to a Service Agreement with Catholic Professional Standards Ltd participate in the National Catholic Safeguarding Introductory Session for Leaders within 4 months of commencement.</i>] Leaders of entities including: <ul style="list-style-type: none"> Provincial/Leader/Superior of religious institutes along with their designated or elected leadership team, business managers, safeguarding managers Bishops/Archbishops including when appointed to a new diocese), vicar general, chancellor, diocesan financial administrator, episcopal vicars, safeguarding managers Trustees of Ministerial PJPs, boards of management, risk/compliance managers Topics including: <ul style="list-style-type: none"> Leadership responsibilities of the Church Authority in relation to safeguarding generally & the National Catholic Safeguarding Standards specifically CPSL Auditing & Reporting Framework 	<ul style="list-style-type: none"> Church leaders are aware of their responsibilities in safeguarding & ensuring safe environments Church leaders are aware of the purpose & function of the National Child Safeguarding Standards All sessions are face to face From February to September 2019, training will be scheduled at least monthly in Sydney, Melbourne, Perth & Brisbane (based on demand). From October 2019 onwards, training will be scheduled quarterly. Five (5) places per entity as part of signing a Service Agreement with CPSL (In excess of 5 participants will be charged fees) 	Feb		
				Mar	
			April		
			May		
			June	Quarterly	Quarterly
			July		
			Aug		
			Sept		
			Nov		

NOTE

CPSL will provide Certificates of Attendance to all attendees.

Records of attendance for audit purposes needs to be maintained on Church entity files.

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Strategy	Actions	Outcomes & Details	2019	2020	2021
1.2 To design & deliver training for Catholic Church senior personnel that supports the roll-out of the National Catholic Safeguarding Standards	1.2.1 Deliver a one-day workshop – Applying the National Catholic Safeguarding Standards This session is aimed at people in operational roles across Church entities – roles may vary, however it is recommended that attendees have key safeguarding responsibilities within their entity. <ul style="list-style-type: none"> • Directors/managers of areas including safeguarding, business & human resources, vicars general, chancellors, chairs of safeguarding committees, clergy, religious, parish representatives & other key Church personnel who have key safeguarding responsibilities. Topics including: <ul style="list-style-type: none"> • The National Catholic Safeguarding Standards - how to apply in practice • Creating a culture of safeguarding • Understanding the rights & dignity of children • Understanding the nature & impact of abuse & risk factors • Developing key safeguarding policies & procedures including strategies to: <ul style="list-style-type: none"> ○ Identify, assess & minimise risk of harm ○ Engage with children, survivors, communities & families ○ Respond to concerns, disclosures & allegations of child abuse ○ Monitor & review safeguarding performance 	<ul style="list-style-type: none"> • Senior staff & key personnel understand the Standards & how they can be applied to prevent, reduce risk & respond appropriately to abuse of children • Calendar of dates/venues to be made available to Church entities via CPSL website & newsletter • In 2019, priority will be given to those entities who have a CPSL Service Agreement • Attendance fees will be charged 	March start 5 per annum	5 per annum	5 per annum

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Strategy	Actions	Outcomes & Details	2019	2020	2021
1.2 To design & deliver training for Catholic Church senior personnel that supports the roll-out of the National Catholic Safeguarding Standards	1.2.2 Webinar Series (1.5 hours) on a range of topics. Topics will reflect trends & gaps identified in the stakeholder consultations & surveys, & ongoing feedback. For example: <ul style="list-style-type: none"> • Supervision frameworks • Person of interest & offender management • Assessing risk to ensure appropriate safeguarding policies & practices are in place 	Church personnel are provided with information that is current & relevant to implementing safeguarding practices & policies. <ul style="list-style-type: none"> • Webinars can be accessed by a range of Church personnel across the country. • Guest speakers to include experts in their field sharing best practice. • Dates & topics to be made available to Church entities via CPSL website & newsletter. • Attendance fees will be charged 	July 2019 Sep 2019 Nov 2019	3-4 per annum	3-4 per annum
	1.2.3 Organise a series of seminars & workshops as appropriate that draw on shared experiences & encourage knowledge sharing.	<ul style="list-style-type: none"> • Church personnel increase their knowledge & skills in safeguarding through opportunities for experiential learning. 	Periodic	Periodic	Periodic
	1.2.4 Workshops & webinars which respond to gaps identified through collection & analysis of audit data. The training will be sourced from internal specialists &/or external training providers.	<ul style="list-style-type: none"> • Church personnel increase knowledge & skills in safeguarding. 	Periodic	Periodic	Periodic
1.3 To contribute to the development of appropriate safeguarding training for seminarians & those in religious formation	1.3.1 Provide advice, expertise & support in order for seminary & formation programs for clergy & religious to be reviewed & ensure safeguarding & other elements as outlined in the National Catholic Safeguarding Standards are integrated into curricula.	<ul style="list-style-type: none"> • Seminaries & religious formation programs equip candidates with safeguarding knowledge & skills to prepare them for future ministries • CPSL participate in working parties & other mechanisms with Church Authorities 	As required	As required	

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Strategy	Actions	Outcomes & Details	2019	2020	2021
1.4 To contribute to the development of appropriate recruitment, screening & induction processes for clergy & religious from overseas	1.4.1 Provide advice, expertise & support in order for Church Authorities to improve recruitment, screening & induction of clergy & religious from overseas.	<ul style="list-style-type: none"> Clergy & religious from overseas are better equipped to minister in Australia, with a thorough understanding of safeguarding & protection of children, legal & cultural expectations, reporting requirements, etc CPSL participate in working parties & other mechanisms with Church Authorities 	As required	As required	
1.5 To contribute to the development of safeguarding curricula in Catholic faculties of Theology & the Catholic tertiary sector more broadly	1.5.1 Provide advice, expertise & support to the tertiary sector to ensure that future Church workforce understand & can apply safeguarding in practice.	<ul style="list-style-type: none"> Future Church personnel are equipped with a deep understanding & capacity to apply safeguarding in practice 	As required	As required	
1.6 To establish a clearing house of relevant external training providers on CPSL website	1.6.1 Clearing House of reputable & relevant training providers 1.6.2 Promote relevant & sound training events delivered by external providers	<ul style="list-style-type: none"> CPSL's website provides Church entities with recommended training providers that support the implementation of the Standards. Church personnel are aware of a range of training opportunities that support the development of safeguarding knowledge & skills 	Feb 2019	On-going	On-going

Goal 2

Development and provision of guidance, resources and support to Church entities enables implementation of safeguarding standards.

Strategy	Actions	Outcomes	2019	2020	2021
2.1 To articulate & publish a Resource Development Plan	2.1.1 Development of CPSL's tools & guidance (e.g. templates, checklists, sample policies & documents etc)	<ul style="list-style-type: none"> Church entities are supported & equipped to implement child safeguarding in practice Church entities are able to access resources to support them to participate in the CPSL audit program 	Jan 2019	On-going	On-going
	2.1.2 Publish the CPSL Resource Development Plan which articulates the priorities & timeline for the publication of resources to support initial implementation of the National Catholic Safeguarding Standards		April 2019	July 2019	
2.2 To provide support & advice that builds safeguarding capability across Church entities	2.2.1 Provide support & advice to Church entities on a range of issues to build safeguarding capability across Church entities through: <ul style="list-style-type: none"> CPSL website presentations & participation at forums, conferences, network meetings, etc telephone/email advice support policy advice 	<ul style="list-style-type: none"> Reliable, relevant & timely response to Church personnel responsible for implementing the Standards 	On-going	On-going	On-going

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Strategy	Actions	Outcomes	2019	2020	2021
2.3 Evaluate & review the effectiveness of the Learning & Development Strategy	2.3.1 Use participant evaluations for all training & development activities implemented under this Strategy	<ul style="list-style-type: none"> • CPSL's training & development activities will be reviewed & monitored to maintain relevance & currency for Church entities • The L&D Strategy will be reviewed & updated regularly to ensure learning objectives & core capabilities are being met 			
	2.3.2 Review the effectiveness of the Strategy against the objectives & core capabilities, & conduct a new needs analysis to inform the future strategy				