

## **Review of Safe Ministry Legislation and Practice and related matters**

### **Resolved 10777/24: Bishop-in-Council:**

1. *Notes the correspondence from the Chair of the Professional Standards Committee dated 29 July 2024 including a proposed motion for consideration by Bishop-in-Council.*
2. *Notes that Ministry Executive considered this matter at its meeting on 1 August 2024 and endorsed the proposed motion.*
3. *Notes the Notice of Motion received (NM/1) titled "Ministry Practitioners working group for safe ministry and professional standards".*
4. *Notes that a decision on these motions was deferred so that discussions could be held to consider amalgamating the motions by their proponents.*
5. *Notes that an amalgamation of these motions has been agreed by their proponents.*
6. *Acknowledges that best practices in safe ministry and professional standards are vital for keeping people safe and gives thanks for the work done to achieve this in this Diocese over previous decades.*
7. *Affirms its commitment to the operation of Ministry Units that are physically safe, psychologically healthy and productive workplaces for ministry.*
8. *Recognises that Ministry Units and their leadership currently carry increasing responsibility for implementation of a considerable amount of this work.*
9. *Establishes a Taskforce on Safe Ministry of up to 10 persons to undertake:*
  - a. *a review of the Diocese's safe ministry system to ensure alignment with best practice in Australia;*
  - b. *a review of the Diocesan system for addressing grievances to ensure that Ministry Units are physically safe, psychologically healthy and productive workplaces for ministry, particularly in places where harm has arisen; and*
  - c. *a review of the current legislation regulating safe ministry.*
10. *Requests the Taskforce to take into consideration:*
  - a. *Safe Ministry requirements for Church Workers;*
  - b. *Protection and agency for victims and complainants;*
  - c. *Due process and agency for Church Workers who are the subject of complaints or grievances;*
  - d. *The recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse; and*
  - e. *The current models and procedures used in other Anglican Dioceses in Australia.*
11. *Requests the Taskforce to make recommendations to Bishop-in-Council on the appropriate policies and legislative arrangements and other matters to give effect to its findings, including any changes to or repeal of current Ordinances and to present reports on its work, including any appropriate motions, to each session of Synod in 2025 and 2026.*

12. *Requests Ministry Executive at its meeting on 3 October 2024 to identify and recommend to Bishop-in-Council at its meeting on 18 October 2024 appropriate persons to be appointed to the Taskforce to include members with a balance of males and females, lay and ordained, urban and rural members and a range of skills and experience including knowledge and/or experience in:*
  - a. *the Professional Standards Ordinance 2004 and the Diocesan Safe Ministries framework;*
  - b. *the law;*
  - c. *the operational environment of the Diocese in the broader context;*
  - d. *Ordained Ministry;*
  - e. *Safe Ministry workers from senior lay leader(s) in Ministry Unit(s); and*
  - f. *education and ethics.*
13. *Directs that the Taskforce grant the Chancellor observer status for each meeting of the Working Group and a right to speak at such meetings.*
14. *Directs that the Taskforce consult with the Professional Standards Director and, if not a member, the Director of the Safe Ministry Unit.*
15. *Establishes a Working Group on Safe Ministry Operations to advise Bishop-in-Council on matters relating to the pastoral, theological and practical considerations relevant to Safe Ministry and Professional Standards policy implementation and clergy well-being to be comprised of up to 10 persons being members from ministry units including rectors and other stipendiary clergy, lay leaders and others in the ministry unit engaged in the administration of safe ministry in the ministry unit.*
16. *Appoints the Chair of the Working Group, when appointed by Bishop-in-Council, as a member of the taskforce.*
17. *Requires the Working Group to consult widely.*
18. *Requires the Working Group to provide advice to the Taskforce on Safe Ministry and for that Taskforce to give due consideration to the recommendations of the Working Group on Safe Ministry Operations and include all advice received from the Working Group to be included in its reports to Synod.*
19. *Requests the Registrar to notify all Ministry Units of the establishment of the Taskforce on Safe Ministry and the Working Group on Safe Ministry Operations and their composition and purpose and request that any nominations for membership of the Working Group be provided to the Registry in time for consideration at the meeting of Ministry executive on 3 October 2024.*
20. *Requests Ministry Executive consider the membership of the Taskforce and the Working Group at its meeting on 3 October 2024 with a view to making recommendations for decision by Bishop-in-Council on 18 October 2024.*