National Catholic Safeguarding Standards

Missionaries of God's Love

Catholic Professional Standards Ltd 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 breaches of community trust.

Catholic Professional Standards Ltd is committed to fostering a culture of safety and care for children and vulnerable adults.

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1. Executive Summary

1.1 Context

Catholic Professional Standards Limited (CPSL) was established by the Australian Catholic Bishops Conference (ACBC) and Catholic Religious Australia (CRA) in response to the findings of the Royal Commission into Institutional Responses to Child Sexual Abuse (Royal Commission), presented on 15 December 2017 to the Governor General of Australia.

As part of its constitutional mandate, CPSL has developed the National Catholic Safeguarding Standards (NCSS) to provide the framework for Catholic Church entities to build safe cultures and environments and to ensure that safeguarding practices are consistently applied across the Catholic Church in Australia.

The first edition of the NCSS was formally released on 30 May 2019 and applies to all Catholic ministries, including Catholic dioceses, religious institutes, institutions providing education, health and aged care, social and community services, pastoral care and other services. CPSL has also established a risk-based audit program to assess compliance with the NCSS.

This audit report includes the results of the NCSS compliance assessment for the Missionaries of God's Love (MGL).

1.2 Background

Missionaries of God's Love (MGL) is a religious institute of priests and consecrated brothers working together in mission and sharing the work of evangelisation in a collaborative way with lay people. MGL began in 1986 within the Disciples of Jesus covenant community in Canberra, when some young men in the community felt a calling to priesthood but wanted to remain part of the community. Under the guidance of Fr. Ken Barker, who remains to this day as the Moderator (Leader), they began to share a common life, seeking to live the Gospel in a radical manner by imitating Jesus in poverty, and developing a strong life of prayer and brotherhood. On 8 February 2014, the Missionaries of God's Love was erected as a Religious Institute of Diocesan Right by the Archbishop of Canberra-Goulburn.

MGL is a vibrant and growing community, with two formation houses: a Pre-Novitiate and Novitiate house in Canberra, and a Seminary formation house in Melbourne. MGL performs a variety of mission works, including pastoral care, evangelisation, youth ministry and street ministry. A number of MGL members are appointed as parish priests throughout Australia, and they also provide chaplaincy services to the St Martin de Porres Indigenous Community in Darwin, as well as outreach missions to remote communities.

MGL operates various ministries overseas in both the Philippines and Indonesia, including ministry to the sick, youth ministries, scholarship programs, feeding programs and ministries to the poor.

Through their continued connection with the Disciples of Jesus, MGL works closely with and draws much strength and support from the lay community, which is integral to their identity.

MGL has been assessed as a "Category One" Church entity for application of the NCSS (Working with Children). There are 10 NCSS Standards, 49 NCSS Criteria and 111 NCSS Indicators that apply to Category One entities. For further details of the category system and the Indicators which are applicable, refer to the NCSS documentation available on the Audit Framework page of the CPSL website.

Our assessment of MGL's compliance with the Category One Indicators is detailed in Section 2 of this report. Our recommendations for improvement, including MGL's management responses, are included in Section 3 of this report.

The full audit report is also publicly available on the Church Reports page of the CPSL website.

1.3 Audit Approach

The NCSS seek to build a culture of shared responsibility for safeguarding and to ensure that policies, practices and codes of behaviour work in unison to prevent, detect and respond appropriately to potential or actual incidents of child abuse.

In this context, the audit processes we have undertaken are intended to provide reasonable assurance that safeguarding controls have been designed appropriately and are operating effectively. Accordingly, this report provides a point-in-time assessment of the safeguarding practices implemented by MGL and the extent of its compliance with the requirements of the NCSS.

Our testing procedures included the following:

- interviews, observations and enquiry with the MGL Leadership Team, MGL Safeguarding Committee, individual MGL members and relevant personnel;

- review of key safeguarding documents, policies and procedures; and

- assessment of the design, and testing of the operation of safeguarding controls implemented by MGL.

Audit activities included a review of Australian and overseas ministries as well as interviews with 12 (32%) MGL members in relation to how safeguarding activities are applied in their daily work. Safeguarding requirements were also reviewed for MGL seminarians and those in the MGL novitiate program.

With current restrictions on travel and face-to-face meetings as a result of the coronavirus pandemic, CPSL has adapted its audit approach to continue with audits online. This was the first full audit conducted under these conditions, with review of documents, assessment of policies and procedures, discussions and interviews with personnel and other observations conducted remotely, using email, photos, YouTube, video conferencing and other electronic communication methods. This included over 15 hours of videoconference meetings with auditees in Australia, the Philippines and Indonesia. All remote activities were conducted with specific precautions and security to ensure confidential information (where accessed) was either not stored, or was de-identified and protected in line with CPSL's Privacy Policy.

It should be noted that the findings, recommendations and management actions in this report pertain only to safeguarding practices and activities related to MGL as a religious institute and do not apply in any way to the activities of The Disciples of Jesus or other partners with whom MGL works but over whom they do not have governance.

1.4 Overall Audit Findings

Compliance with the NCSS Indicators has been assessed using a four-point maturity scale.[1]

Our assessment indicates that MGL has fully implemented or has substantially progressed in the implementation of all 108[2] (100%) of Indicators which are relevant to their operations.

Ninety-six of the 108 Indicators have been assessed as "Managed and Measurable" which indicates full, operational compliance with the requirements of these Indicators. The other 12 Indicators have been assessed as "Defined and Developed" which indicates that a control system or process to address the Indicator has been developed, and is now in the process of being rolled out across all of MGL's operations. A number of minor recommendations have been made in this report to assist MGL in this process.

The key findings from the audit are summarised below.

NCSS Standard 1 – Committed leadership, governance and culture

MGL has a dedicated Safeguarding Co-ordinator and Safeguarding Committee which is responsible for overseeing the implementation and monitoring of the NCSS.

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[1] Refer Appendix A for definitions of the maturity scale used for the Compliance Assessment.
[2] Of the 111 NCSS Indicators applicable to Category One, 3 of these are not relevant to MGL's operations.

There is a comprehensive suite of safeguarding policies which have been disseminated to all personnel and ministries, along with associated training, resources and support materials.

MGL is substantially progressed in the development of a formal risk management framework, with risk assessments having been completed for a number of key activities and ministries. Specific training has also been developed and disseminated on the risk assessment process.

MGL is also progressed on the implementation of the NCSS in its overseas ministries in the Philippines and Indonesia, with personnel in these areas having a strong understanding of safeguarding requirements and how these could be practically applied within the local context.

NCSS Standard 2 – Children are safe, informed and participate
NCSS Standard 3 – Partnering with families, carers and communities

MGL has various strategies in place for engaging with children, carers and families to obtain feedback on its safeguarding policies and practices. This occurs through surveys and consultations with families and youth groups, as well as informal feedback received through MGL's ministries and activities. Feedback is reviewed by MGL leadership, the Safeguarding Co-Ordinator and the Safeguarding Committee, with a view to continuous improvement of MGLs safeguarding policies and practices.

Child-friendly complaints materials, as well as information for children on safe and respectful peer relationships, including through social media, are in the process of being developed.

NCSS Standard 4 – Equity is promoted and diversity is respected

MGL has a strong focus on equity and diversity and the promotion of cultural safety through its work in indigenous communities, as well as its ministry work overseas. Members of MGL are provided access to various courses on cultural safety and this topic is also included in the novitiate program.

MGL now needs to incorporate this information into its general safeguarding training for all personnel.

NCSS Standard 5 – Robust human resource management

MGL has a Volunteer/Staff Members policy which clearly outlines safeguarding requirements in all aspects of its advertising, vetting and screening of personnel. Currently, MGL requires all clergy and religious members (including seminarians and those in the novitiate program) as well as all staff and volunteers to have a working with children check. The requirement for all staff and volunteers to have a working with children check may be excessive for some personnel (e.g. general office staff who have minimal contact with children) and we encourage MGL to consider whether this requirement could be scaled back for some roles.

MGL is also in the process of rolling out a performance appraisal process which will incorporate safeguarding requirements for all personnel.

NCSS Standard 6 – Effective complaints management

The CPSL audit does not re-assess the outcomes of individual complaints. The audit focuses on reviewing current complaint management practices, including policies and procedures in place to prevent, detect, report and respond to all incidents and complaints, and the associated training, awareness and education available for all personnel. There are currently no active abuse complaints.

MGL has a comprehensive complaints handling policy which is publicly available and also has a dedicated Professional Standards Unit (PSU) which provides oversight for the complaints process to ensure that procedures are appropriately followed and enacted.

The PSU's role is to triage any complaint of serious misconduct in relation to children or vulnerable adults. The group is authorised to consult with appropriate experts in civil law and canon law, as well as professionals in psychology and other disciplines to ensure investigations into potential allegations or incidents are managed appropriately and in a timely manner.

The PSU is comprised of the Moderator (Leader) of MGL, the Safeguarding Co-ordinator and two other persons who have professional experience in the field of child protection and investigation.

NCSS Standard 7 – Ongoing education and training

Interviews with MGL members indicate a strong understanding of the requirements for child safeguarding, including knowledge of the appropriate response should a concern be raised.

MGL has developed a formal, online training program which has been rolled out to MGL priests and brothers and which will now be extended to employees and volunteers, including those in the overseas missions.

The online training program commences with a module outlining the NCSS standards and is supported by a series of YouTube videos on various topics, including the Code of Conduct, Safeguarding Policy, Complaints Procedure, Risk Assessment and Record Keeping.

A further phase of training will be rolled out in the second half of 2020 which will consist of role-plays and scenarios to provide practical demonstrations of how to respond to and apply MGL's complaints procedures in various settings.

This will be followed by a module on digital communication to focus on risks in the online environment and to address the new challenges of ministering in a digital environment during the current closure/restrictions on churches and ministries presented by the COVID-19 pandemic.

NCSS Standard 8 – Safe physical and online environments

MGL has an Internet, Email and Social Networking Policy which details its expectations regarding use of technology, including acceptable online conduct and access to external websites.

In addition, as part of the training on online safety, MGL will be engaging in discussions with the mission leaders regarding the computer set-up and configuration that is used in each MGL location. The purpose of these discussions will be to establish a system of transparency in the use of all computers and digital devices so that each user and device can be identified, necessary filters put in place and a system developed to monitor use and assess compliance with the policy.

MGL has also developed and is in the process of implementing a policy on safeguarding requirements in the management of third parties or contractors attending MGL premises.

NCSS Standard 9 – Continuous improvement

MGL has a formal Safeguarding Implementation Plan which will be updated to include the actions arising from the CPSL audit.

NCSS Standard 10 – Policies and procedures support child safety

Key policies and procedures relating to safeguarding requirements are in place and operating effectively.

The following table shows the overall compliance assessment for each of the Standards.

National Catholic Safeguarding Standard	# NCSS Indicators (Category One)	Not Relevant to MGL (NR)	Assessment of Compliance			
			Managed & measurable (M)	Defined & developed (D)	Initial / Ad hoc (I)	Not addressed (N)
1: Committed leadership, governance & culture	16	-	13	3	-	-
2: Children are safe, informed and participate	5	-	4	1	-	-
3: Partnering with families, carers and communities	6	-	6	-	-	-
4: Equity is promoted and diversity is respected	4	-	3	1	-	-
5: Robust human resource management	23	-	21	2	-	-
6: Effective complaints management	24	-	23	1	-	-
7: Ongoing training & education	9	-	7	2	-	-
8: Safe physical and online environments	10	1	7	2	-	-
9: Continuous improvement	8	2	6	-	-	-
10: Policies and procedures support child safety	6	-	6	-	-	-
TOTAL	111	3	96	12	-	-
			108 (100%)		0 (0%)	

Audit recommendations are classified according to priority and urgency for remediation.[3]

There are no Priority 1 (high rated) audit recommendations for MGL.

There are five Priority 2 (medium rated) recommendations and two Priority 3 (low rated) recommendations, which are detailed in Section 3 of this report. Each recommendation also contains MGL's response to the audit finding, including management actions.

We would like to thank the MGL leadership team, the Safeguarding Committee and all personnel who were involved in the audit for their cooperation and assistance.

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[3] Refer Appendix B for definitions of the Priority ratings used for audit recommendations.

2. Assessment of Compliance with NCSS Indicators

Standard 1	Committed leadership, governance and culture			
Child safeguarding is embedded in the entity's leadership, governance and culture				

Criterion 1.1 - The entity publicly commits to child safeguarding and takes a zero-tolerance approach to child abuse.	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
1.1.1	The entity has a Child Safeguarding Policy that is approved and endorsed by the Church Authority and/or relevant leadership body and is publicly available.	✓			
1.1.2	The entity publishes a Child Safeguarding Commitment Statement which is openly displayed and publicly available.	✓			

Observations:

Requirements of the Indicator are in place. No recommendations for improvement noted.

Criterion 1.2 - A child safeguarding culture is championed and modelled at all levels of the entity from the top down and bottom up.	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
1.2.1	The Church Authority and leaders of the entity create and maintain an entity's culture of safeguarding by: • promoting child safeguarding regularly; • emphasising that child-safeguarding is everyone's responsibility; and • actively monitoring safeguarding compliance and risk management.	✓			
1.2.2	The entity appoints a Safeguarding Committee at the highest level of leadership to oversee the effective ongoing implementation of child safeguarding practices, including the Child Safeguarding Policy and related procedures and practices.	✓			
1.2.3	The entity appoints and promotes the role of Safeguarding Co-ordinator(s), with clearly defined responsibilities for safeguarding children at diocesan, religious institute or ministerial PJP level.	✓			
1.2.4	Personnel understand that child safeguarding is everyone's responsibility and are empowered to provide input on child safeguarding practices.	✓			

Observations:

Requirements of the Indicator are in place. No recommendations for improvement noted.

Criterion 1.3 - Governance arrangements facilitate implementation of a Child Safeguarding Policy across the entity's activities.	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
1.3.1	Governance arrangements are transparent and include safeguarding roles and responsibilities to ensure accountability for safeguarding is clear.		✓		
1.3.2	Where the Church Authority's governance includes countries other than Australia, the entity must apply these Standards taking into account relevant international declarations and local legislation.		✓		

Observations:

1.3.1   The Safeguarding Policy, Commitment Statement and Complaints Handling Policy should be posted on all websites related to activities governed by MGL. Refer recommendation #1.

1.3.2   Roll-out of the NCSS in MGL's overseas missions is progressing. Refer recommendation #1.

Criterion 1.4 - A Code of Conduct provides guidelines for personnel on expected behavioural standards and responsibilities.	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
1.4.1	The Code of Conduct explicitly and equally applies to all personnel and provides guidance on appropriate and expected standards of behaviour of personnel towards children.	✓			
1.4.2	The Code of Conduct is written in accessible language and communicated to personnel, children, families and carers.	✓			
1.4.3	The Code of Conduct takes into account the needs of all children, paying particular attention to Aboriginal and Torres Strait Islander children, children with disability, children from culturally and linguistically diverse backgrounds and children with particular vulnerabilities, for example, children who can't live at home.	✓			

Observations:

Requirements of the Indicator are in place. No recommendations for improvement noted.

Criterion 1.5 - The entity has risk management strategies focusing on preventing, identifying and mitigating risks to children.	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
1.5.1	The entity has a clearly documented child safeguarding risk management plan, as part of its overall risk management strategy, which considers actual and potential risks relating to children.		✓		
1.5.2	The entity has appropriate risk management processes in place to assess, evaluate, review and oversee the safeguarding of children participating in, or receiving, ministries offshore including cultural immersions, pilgrimages, solidarity campaigns and world youth days.	✓			
1.5.3	Leaders of the entity manage safeguarding risks effectively, through regular identification, monitoring, reporting and review of risks.	✓			

Observations:

1.5.1   A risk register at the congregational level has recently been developed. Refer recommendation #2.

Criterion 1.6 - Personnel understand their obligations on information sharing and record keeping.	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
1.6.1	The entity has documented information sharing and record keeping policies and procedures which are communicated to personnel.	✓			
1.6.2	The entity's information sharing and record keeping policies and procedures relating to all aspects of child safeguarding, including incidents and complaints, apply sound record keeping principles.	✓			

Observations:

Requirements of the Indicator are in place. No recommendations for improvement noted.

Standard 2	Children are safe, informed and participate				
Children are informed about their rights, participate in decisions affecting them and are taken seriously					

Criterion 2.1 - Children are informed about their rights, including safety, information and participation.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
2.1.1	The entity has age-appropriate strategies to proactively engage with children; seek children's views; consult children about decisions that affect them; and consult children about what makes them feel safe and how this can be recognised and implemented by the entity.	✓			
2.1.2	The entity ensures children are made aware of their rights, including their right to be safe from abuse, and are informed whom to contact if they have concerns about their safety or the safety of their peers.	✓			

Observations:
Requirements of the Indicator are in place. No recommendations for improvement noted.

Criterion 2.2 - The importance of friendships is recognised and support from peers is encouraged, helping children feel safe and less isolated.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
2.2.1	The entity provides children with age-appropriate information about safe and respectful peer relationships, including through social media.		✓		

Observations:
Child-friendly materials on safe and respectful peer relationships, including through social media are in the process of being developed. Refer recommendation #3.

Criterion 2.3 - Where relevant to the setting and context, children and families may be offered access to abuse prevention programs and related information that is age-appropriate.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
2.3.1	Where relevant, the entity provides children and families with information, access and/or referral to abuse prevention programs, appropriate to the child's age, development, ability and level of understanding.	✓			

Observations:
Requirements of the Indicator are in place. No recommendations for improvement noted.

Criterion 2.4 - Personnel are attuned to signs of harm and facilitate child-friendly ways for children to express their views, participate in decision-making and raise their concerns.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
2.4.1	Personnel have the knowledge, skills and awareness to identify potential signs of harm and actively support children to raise any concerns.	✓			

Observations:
Requirements of the Indicator are in place. No recommendations for improvement noted.

Standard 3	Partnering with families, carers and communities				
Families, carers and communities are informed and involved in promoting child safeguarding					
Criterion 3.1 - Families and carers participate in decisions affecting their child.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
3.1.1	The entity supports and encourages families/carers to take an active role in monitoring children's safety when participating in activities.	✓			
Observations:					
Requirements of the Indicator are in place. No recommendations for improvement noted.					
Criterion 3.2 - The entity engages and openly communicates with families, carers and communities about its child safeguarding approach, and relevant information is accessible.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
3.2.1	The entity promotes open dialogue and provides a range of ways for families, carers and communities to contribute to discussions about its child safeguarding approach.	✓			
3.2.2	The entity provides families, carers and communities with relevant safeguarding information including contact details of the Safeguarding Committee and/or Safeguarding Co-ordinator(s).	✓			
Observations:					
Requirements of the Indicator are in place. No recommendations for improvement noted.					
Criterion 3.3 - Families, carers and communities have a say in the entity's policies and practices.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
3.3.1	Processes are in place to engage families, carers and communities about their views on policies and practices for keeping children safe.	✓			
Observations:					
Requirements of the Indicator are in place. No recommendations for improvement noted.					
Criterion 3.4 - Families, carers and communities are informed about the entity's operations and governance.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
3.4.1	The entity ensures families, carers and communities are aware of the roles and responsibilities of personnel providing ministries or activities directly to their children.	✓			
Observations:					
Requirements of the Indicator are in place. No recommendations for improvement noted.					
Criterion 3.5 - The entity takes a leadership role in raising community awareness of the dignity and rights of all children.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
3.5.1	Appropriate to the context or setting, the entity actively promotes and/or participates in civic engagement activities/campaigns which promote whole of community awareness of children's rights and child protection.	✓			
Observations:					
Requirements of the Indicator are in place. No recommendations for improvement noted.					

Standard 4	Equity is promoted and diversity is respected

Equity is upheld and diverse needs respected in policy and practice

Criterion 4.1 - The entity actively anticipates children's diverse circumstances and backgrounds, and provides support and responds effectively to those who are vulnerable.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
4.1.1	The entity's Child Safeguarding Policy and practices reflect an understanding, and identification, of diverse circumstances and experiences that increase a child's vulnerability to abuse.	✓			
4.1.2	The entity's Complaints Handling Policy and practices demonstrate an understanding of barriers that prevent children from disclosing abuse and barriers for adults recognising and/or responding to disclosures, and articulates processes that reduce barriers to disclosure.	✓			

Observations:
Requirements of the Indicator are in place. No recommendations for improvement noted.

Criterion 4.2 - All children have access to information, support and complaints processes in ways that are culturally safe, accessible and easy to understand.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
4.2.1	The entity produces child-friendly material in accessible language and formats that promotes inclusion and informs all children of the support and complaints processes available to them.		✓		

Observations:
Child-friendly complaints materials are in the process of being developed. Refer recommendation #3.

Criterion 4.3 - The entity pays particular attention to the needs of Aboriginal and Torres Strait Islander children, children with a disability, and children from culturally and linguistically diverse backgrounds, those who are unable to live at home, and children of diverse sexuality.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
4.3.1	The entity's Child Safeguarding Policy and practices reflect attitudes and behaviours that respect the human rights of all children and are inclusive and responsive to diverse needs.	✓			

Observations:
Requirements of the Indicator are in place. No recommendations for improvement noted.

Standard 5	Robust human resource management				
People working with children are suitable and supported to reflect child safeguarding values in practice					
Criterion 5.1 - Recruitment, including advertising, interview questions, referee checks and personnel pre-employment screening, emphasises child safeguarding.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
5.1.1	The entity emphasises its commitment to child safeguarding and zero-tolerance approach to child abuse in all aspects of its advertising, screening and recruitment for personnel.	✓			
5.1.2	The entity documents its safeguarding approach in recruitment and screening procedures and processes.	✓			
5.1.3	Positions are assessed for the expected level of contact with children and appropriate child safeguarding recruitment procedures are implemented.	✓			
5.1.4	Position descriptions, selection criteria, referee checks and interview questions articulate: • that children are valued and respected; • the commitment of the entity to child safeguarding; and • where appropriate to the role, an understanding of children's developmental needs and culturally safe practices.	✓			
Observations: Requirements of the Indicator are in place. No recommendations for improvement noted.					
Criterion 5.2 - Relevant personnel (including all seminarians, clergy and religious) have current working with children checks or equivalent background checks.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
5.2.1	The entity has a policy which is implemented that ensures: • personnel have a current working with children check as required by legislation, prior to working with children; and • where a working with children check is not required by legislation, other background checks for personnel are conducted prior to working with children.	✓			
5.2.2	The entity keeps records and monitors the status of working with children checks and/or background checks for all personnel.	✓			
Observations: Requirements of the Indicator are in place. No recommendations for improvement noted.					
Criterion 5.3 - Personnel receive an appropriate induction and are aware of child safeguarding responsibilities, including reporting obligations.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
5.3.1	All personnel participate in a safeguarding induction program, which occurs as soon as possible after commencement.	✓			
5.3.2	All Church Authorities who are a signatory to a Service Agreement with CPSL are required to participate in the NCSS Introductory Session for Leaders within four months of commencement.	✓			
Observations: Requirements of the Indicator are in place. No recommendations for improvement noted.					

Criterion 5.4 - Ongoing supervision and people management is focused on child safeguarding	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
5.4.1	Support, mentoring, oversight and professional supervision processes for personnel include child safeguarding.	✓			
5.4.2	Annual performance reviews for personnel include child safeguarding responsibilities relevant to their role.		✓		

Observations:

5.4.2 A formal appraisal process for all employees and volunteers has been developed and is in the process of being rolled out. Refer recommendation #4.

Criterion 5.5 - Robust processes exist for screening candidates before and during seminary and religious formation, as well as for ongoing formation, support and supervision of clergy and religious	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
5.5.1	The Church Authority draws upon broad-ranging professional advice in its decision-making relating to candidates for seminary/formation programs and ordination/profession of vows. This includes a positive duty to disclose to other Church Authorities where an applicant or candidate for seminary/formation programs does not continue through to ordination/profession of vows.	✓			
5.5.2	Seminary and initial formation programs have robust screening processes for candidates for religious ministry, including external psychological and psychosexual assessments.	✓			
5.5.3	The entity promotes as normative the participation of all bishops, leaders of religious institutes, clergy and religious in active ministry, in no less than six hours professional/pastoral supervision per year.	✓			
5.5.4	The entity promotes as normative, all clergy and religious in active ministry, for the sake of proper accountability, are offered and access both ongoing professional development and annual performance appraisals.		✓		
5.5.5	All newly ordained clergy and newly professed religious are supported with a suitable mentor for at least five years post ordination or final profession.	✓			

Observations:

5.5.4 Performance appraisals have been conducted for some MGLs, for example at the end of a three-year term in a specific role or mission. However, a formal appraisal process for all MGL members is still being developed. Refer recommendation #4.

Criterion 5.6 - Seminary and formation programs for clergy and religious have appropriate curriculum to build the knowledge and skills of candidates to understand and lead child safeguarding initiatives.	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
5.6.1	Seminary and initial formation programs have appropriate curriculum throughout the formation program which builds candidates' knowledge and skills in a range of areas to support child safeguarding.	✓			
5.6.2	Seminary and initial formation programs ensure promotion of pastoral responses to victims/survivors of sexual abuse.	✓			
5.6.3	Seminary and initial formation programs are delivered in such a way as to protect against the development and/or reinforcement of clericalist attitudes and behaviours.	✓			

Observations:

Requirements of the Indicator are in place. No recommendations for improvement noted.

Criterion 5.7 - Credentialing and movement of seminarians, clergy and religious is appropriately managed.	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
5.7.1	The entity implements a system to assess the credentials and manage movement of all seminarians, clergy and religious moving between different seminaries and Church jurisdictions.	✓			

Observations:

Requirements of the Indicator are in place. No recommendations for improvement noted.

Criterion 5.8 - Entities which receive overseas clergy and religious for work in ministry have targeted programs for the screening, induction, professional supervision and development of these individuals.	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
5.8.1	Selection and screening procedures for overseas clergy and religious are targeted, thorough and follow, as far as practicable, the same processes as for Australian personnel. This includes the Australian Church Authority obtaining screening information from the International Church Authority.	✓			
5.8.2	All overseas clergy and religious participate in a Safeguarding Induction program, documented by the entity, before work with children begins.	✓			
5.8.3	Overseas clergy and religious are supported with a suitable mentor for at least the first two years of their time in Australia.	✓			
5.8.4	The entity promotes as normative the participation of all overseas clergy and religious in active ministry in no less than six hours of professional/pastoral supervision per year.	✓			

Observations:

Requirements of the Indicator are in place. No recommendations for improvement noted.

Standard 6	Effective complaints management

Processes for raising concerns and complaints are responsive, understood, accessible and used by children, families, carers, communities and personnel

Criterion 6.1 - The entity has an effective Complaints Handling Policy and procedures which clearly outline the roles and responsibilities, approaches to dealing with different types of complaints, reporting obligations and record keeping requirements.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
6.1.1	The entity's policies, procedures and practices ensure that all mandatory reporting obligations are met.	✓			
6.1.2	There are documented procedures that provide step-by-step guidance on what action to take for different types of complaints, including breaches of Codes of Conduct, disclosures, allegations or concerns of abuse of a child, be they historic or current.	✓			
6.1.3	There are clear procedures for identifying and mitigating actual and perceived conflicts of interest in complaint management.	✓			
6.1.4	The entity works in cooperation with relevant organisations and seeks specialist advice from statutory child protection services when necessary.	✓			
6.1.5	Key roles and responsibilities in relation to handling complaints are articulated within the Complaint Handling Policy and procedures.	✓			
6.1.6	The Complaints Handling Policy and procedures differentiate, where appropriate, between a child victim and an adult bringing forward a complaint of abuse suffered as a child.	✓			
6.1.7	A process is in place to record all child abuse complaints, incidents, allegations, disclosures, concerns and referrals. The system must be secure so that confidential information is stored, protected and retained for 50 years.	✓			

Observations:

Requirements of the Indicator are in place. No recommendations for improvement noted.

Criterion 6.2 - The entity has a child-focused complaints handling system that is understood by children, families, carers and personnel.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
6.2.1	The complaints handling system prioritises the safety and well-being of children.	✓			
6.2.2	The Complaints Handling Policy and procedures are publicly available in a variety of formats, including age and developmentally appropriate for children, enabling complaints processes to be easily understood.		✓		

Observations:

Child-friendly complaints materials are in the process of being developed. Refer recommendation #3.

Criterion 6.3 - Complaints are taken seriously, and responded to promptly and thoroughly.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
6.3.1	The Complaints Handling Policy requires that, upon receiving a complaint of child abuse, an initial risk assessment is conducted to identify and minimise any risk to children. Ongoing risk assessments are required throughout all investigation processes.	✓			
6.3.2	The Complaints Handling Policy requires that at the completion of the initial risk assessment, where a complaint of child sexual abuse is plausible, and there is a risk that the person may come into contact with children, the person be stood down from their role and/or ministry while the complaint is investigated.	✓			

		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
6.3.3	The Complaints Handling Policy is aligned, and operates in conjunction, with the entity's documented disciplinary and grievance policies and processes, in such a way that at the completion of the initial risk assessment, a breach or breaches of the Code of Conduct in relation to inappropriate behaviour towards a child are effectively investigated and managed, and include provisions for personnel to be redeployed, stood down and/or dismissed.	✓			
6.3.4	Complainants are responded to promptly and kept informed as to the progress of dealing with their complaint.	✓			
6.3.5	Support and care are provided to a child who has experienced or is alleging abuse, and other affected parties.	✓			
6.3.6	Appropriate confidentiality is maintained with due regard for the Australian Privacy Principles and relevant legislation in relation to information sharing in the context of child safeguarding.	✓			
6.3.7	Documented policies and processes empower and support personnel to raise, in good faith, concerns and allegations about unacceptable behaviour towards children by other personnel.	✓			
6.3.8	Where a complaint related to child sexual abuse against a seminarian, clergy or religious is substantiated on the balance of probabilities, with due respect to the rights of individuals, the Church Authority should remove that individual from ministry.	✓			
6.3.9	Where a seminarian, clergy or religious is convicted of an offence relating to child sexual abuse, that individual should be permanently removed from ministry. The Church Authority must take practicable steps to prohibit that individual from holding themselves out as being a person with religious authority and should present a case to the relevant dicastery for dismissal from the clerical state and/or dispensation from vows.	✓			

Observations:

Requirements of the Indicator are in place. No recommendations for improvement noted.

		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
Criterion 6.4 - The entity has policies and procedures in place that address reporting of complaints and concerns to relevant authorities, whether or not the law requires reporting, and co-operates with law enforcement.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
6.4.1	The Complaints Handling Policy requires that: • concerns and complaints of child abuse occurring within the entity be reported to the appropriate statutory authority/ies, regardless of whether the reporting is mandated; and • personnel cooperate with law enforcement procedures and directives.	✓			

Observations:

Requirements of the Indicators are in place. No recommendations for improvement noted.

		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
Criterion 6.5 - Reporting, privacy and employment law obligations are met.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
6.5.1	The Complaints Handling Policy requires that all relevant reporting, privacy and employment law obligations are met.	✓			

Observations:

Requirements of the Indicators are in place. No recommendations for improvement noted.

Criterion 6.6 - The Church Authority ensures mechanisms are in place to care for adult complainants.	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
6.6.1 — The entity offers appropriate pastoral care to adult complainants, which recognises their unique needs. This should include an offer from the Church Authority to meet the complainant in person.	✓			
6.6.2 — The Church Authority facilitates adult complainants' access to appropriately trained personnel whose clearly defined roles are to listen to and represent the pastoral needs of the complainant. This is done in consultation with the complainant.	✓			

Observations:

Requirements of the Indicators are in place. No recommendations for improvement noted.

Criterion 6.7 - The Church Authority ensures mechanisms are in place to monitor and support respondents facing allegations.	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
6.7.1 — The Church Authority has access to appropriately trained personnel - lay, religious or clergy - whose clearly defined roles are to listen to and represent the pastoral needs of the respondent. This is done in consultation with the respondent.	✓			
6.7.2 — The Church Authority has suitable arrangements in place for the monitoring and support of a respondent, where there is a plausible complaint, until (and if) the Church Authority no longer has responsibility for monitoring the respondent.	✓			

Observations:

Requirements of the Indicators are in place. No recommendations for improvement noted.

Standard 7	Ongoing education and training				

Personnel are equipped with knowledge, skills and awareness to keep children safe through information, ongoing education and training

Criterion 7.1 - Personnel are trained and supported to effectively implement the entity's child safeguarding policies and procedures.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
7.1.1	The entity provides regular opportunities to educate/train personnel on its Child Safeguarding Policy and procedures, as a minimum through induction and refresher safeguarding training (at least every three years).		✓		
7.1.2	The entity's induction and refresher safeguarding training must as a minimum cover: • Code of Conduct; • safeguarding risk management; • Child Safeguarding Policy and procedures; • Complaints Handling Policy and procedures; • reporting obligations; and • e-safety training.	✓			
7.1.3	The entity keeps records of participation to ensure all personnel attend induction and refresher safeguarding training.	✓			
7.1.4	The entity ensures that personnel who have specific child safeguarding responsibilities, such as those appointed to the role of safeguarding co-ordinator and those appointed to the Safeguarding Committee, receive ongoing support and professional development relevant to their role.	✓			

Observations:

7.1.1   Comprehensive and timely safeguarding training is in place for MGL members. Whilst MGL employees/volunteers have had some safeguarding training, the program for employees and volunteers now needs to be formalised to ensure a regular and timely schedule of training is in place, particularly for those who are employed and/or volunteer in the overseas missions. Refer recommendation #5.

Criterion 7.2 - Personnel receive training to recognise the nature and indicators of child abuse, including harmful behaviours by a child towards another child.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
7.2.1	The entity provides regular training to relevant personnel which equips them with the knowledge to: • understand the nature and impact of child abuse; • understand the nature, factors and impact of institutional abuse; • identify risk factors, such as grooming behaviours; and • understand, identify and respond to abusive behaviours by a child towards another child.	✓			

Observations:

Requirements of the Indicators are in place. No recommendations for improvement noted.

Criterion 7.3 - Personnel receive training to enable them to respond effectively to child safeguarding risks, concerns, disclosures and allegations of child abuse.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
7.3.1	The entity provides training to equip relevant personnel to appropriately respond to and support those bringing forward concerns, disclosures and allegations of child abuse.	✓			
7.3.2	The entity provides training to ensure personnel are aware of information sharing and record keeping policies and procedures.	✓			

| 7.3.3 | The entity provides training to ensure personnel are aware of their reporting obligations under state/territory legislative requirements including:
 • reporting criminal behaviour to police;
 • mandatory reporting to child protection authorities;
 • Reportable Conduct Scheme; and
 • reporting to regulatory authorities/government departments. | ✓ | | | |

Observations:
Requirements of the Indicators are in place. No recommendations for improvement noted.

Criterion 7.4 - Personnel receive training and information on how to build culturally safe environments for children.	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
7.4.1	The entity provides cultural safety training to equip relevant personnel to create culturally safe environments for Aboriginal and Torres Strait Islander children and children from culturally and linguistically diverse backgrounds.		✓		

Observations:
MGL has recently developed a training video on cultural safety which now needs to be rolled out to all personnel. Refer recommendation #5.

Standard 8	Safe physical and online environments

Physical and online environments promote safety and contain appropriate safeguards to minimise the opportunity for children to be harmed

Criterion 8.1 - Personnel identify and mitigate risks in online and physical environments without compromising a child's right to privacy, access to information, social connections and learning opportunities.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
8.1.1	The entity's safeguarding risk management plan addresses physical and online risks including risks arising from child to child and adult to child interactions, and the nature of physical spaces.	✓			
8.1.2	The entity's policies require the use of safe online applications for children to learn, communicate and seek help.	✓			
8.1.3	Personnel are proactive in identifying and mitigating physical and online risks to children.	✓			
8.1.4	A policy is documented and implemented that ensures where one-to-one interactions between an adult and child take place, they are conducted in an open or visible space, or within the clear line of sight of another adult. This includes ministries/services such as counselling, one-to-one tuition, the sacrament of reconciliation, coaching, spiritual direction and mentoring.	✓			

Observations:

Requirements of the Indicators are in place. No recommendations for improvement noted.

Criterion 8.2 - The online environment is used in accordance with the entity's Code of Conduct, safeguarding policies and procedures.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
8.2.1	Personnel access and use online environments in line with the entity's code of conduct and relevant communication protocols.	✓			
8.2.2	The entity routinely monitors the online environment, reporting and responding to breaches of its Code of Conduct or child safeguarding policies in accordance with the entity's disciplinary, complaint handling or other relevant processes.		✓		

Observations:

8.2.2   MGL has commenced reviewing the requirements for adequate oversight of internet activity, and a formal monitoring program is in the process of being implemented. Refer recommendation #6.

Criterion 8.3 - Risk management plans consider risks posed by the entity's settings, activities and physical environments.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
8.3.1	The entity assesses safeguarding risks in the physical environments under its control or management including buildings, structures, open spaces, grounds, homes of religious and clergy, and arrangements for live-in carers/caretakers.	✓			
8.3.2	Where an entity becomes aware that a person (other than personnel of that entity) attending any of its services or activities is the subject of a substantiated complaint of child sexual abuse or has been convicted of an offence relating to child sexual abuse, the entity has in place and implements a process for assessing and managing the risks posed to children by that person's ongoing involvement in the service or activity.	✓			

Observations:

Requirements of the Indicators are in place. No recommendations for improvement noted.

Criterion 8.4 - Entities that contract facilities and services to and from third parties have procurement policies that ensure safeguarding of children.	Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
8.4.1	The entity considers the risks posed to children arising from any third parties engaged by the entity and conducts sufficient due diligence to ensure that the third party has appropriate child safeguarding practices and policies in place.		✓		
8.4.2	The entity has conducted sufficient due diligence on all third parties who use the entity's facilities to ensure child safeguarding practices and policies are in place.	Not relevant to current operations			

Observations:

8.4.1 A policy on safeguarding requirements for the management of third parties and contractors who conduct work on MGL premises has recently been developed and now needs to be rolled out. Refer recommendation #7.

Standard 9	Continuous improvement				

Entities regularly review and improve implementation of their systems for keeping children safe

Criterion 9.1 - The entity regularly reviews and improves child safeguarding practices.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
9.1.1	The entity has a clearly documented Safeguarding Implementation Plan which outlines the monitoring and continual improvement of child safeguarding practices. The Child Safeguarding Implementation Plan is regularly reviewed, progress is tracked and actions/strategies updated.	✓			
9.1.2	The Church Authority monitors compliance with the National Catholic Safeguarding Standards during systematic visits to parishes, ministries and/or congregational works.	✓			
9.1.3	The Safeguarding Committee co-ordinates annual self-audits at a local level (parishes, ministries and/or congregational works).	✓			
9.1.4	The entity's Child Safeguarding Policy is subject to regular review – at least every three years.	✓			

Observations:
Requirements of the Indicators are in place. No recommendations for improvement noted.

Criterion 9.2 - The entity analyses concerns and complaints to identify causes and systemic failures to inform continuous improvement.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
9.2.1	Processes are in place to analyse individual incidents or complaints relating to child safeguarding practices and/or failures.	✓			
9.2.2	Processes are in place to identify systemic issues or patterns and drive continuous improvement.	✓			

Observations:
Requirements of the Indicators are in place. No recommendations for improvement noted.

Criterion 9.3 - The Church Authority reports on the findings of relevant reviews to personnel, children, families, carers and community.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
9.3.1	The Church Authority promotes to all its stakeholders any audit reports relating to the Church Authority, and related entities, published by Catholic Professional Standards Ltd.	Not applicable – this is the first audit by CPSL			
9.3.2	The Church Authority reports on findings of relevant reviews of safeguarding policies, procedures and practices to its stakeholders.	Not applicable – no such reviews have been conducted to date			

Observations:
N/A

Standard 10	Policies and procedures support child safety				
Policies and procedures document how the entity is safe for children					

Criterion 10.1 - Policies and procedures address National Catholic Safeguarding Standards.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
10.1.1	All relevant policies and procedures reference appropriate safeguarding approaches, requirements and responsibilities.	✓			
Observations:					
Requirements of the Indicators are in place. No recommendations for improvement noted.					

Criterion 10.2 - Policies and procedures are accessible and easy to understand.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
10.2.1	The entity's policies and procedures relevant to safeguarding are readily available and accessible to personnel.	✓			
Observations:					
Requirements of the Indicators are in place. No recommendations for improvement noted.					

Criterion 10.3 - Best practice policy models and stakeholder consultation inform the development and review of policies and procedures.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
10.3.1	The entity has processes in place to monitor adherence to policies and procedures relevant to safeguarding.	✓			
10.3.2	The entity has processes in place to develop and review its policies and procedures relevant to safeguarding. These processes include consulting with and incorporating advice from experts, children, families, carers and communities.	✓			
Observations:					
Requirements of the Indicators are in place. No recommendations for improvement noted.					

Criterion 10.4 - The Church Authority and leaders champion and model compliance with policies and procedures.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
10.4.1	The Church Authority and leaders promote and enact all policies and procedures relevant to safeguarding.	✓			
Observations:					
Requirements of the Indicators are in place. No recommendations for improvement noted.					

Criterion 10.5 - Personnel understand and implement the policies and procedures.		Managed & Measurable	Defined & Developed	Initial/ Ad-Hoc	Not Addressed
10.5.1	The entity encourages regular discussion and feedback from personnel on their understanding and practical implementation of policies and procedures.	✓			
Observations:					
Requirements of the Indicators are in place. No recommendations for improvement noted.					

3. Detailed Findings

Standard 1: Committed leadership, governance and culture

Child safeguarding is embedded in the entity's leadership, governance and culture

Recommendation #1		Priority 2
Criterion 1.3 - Governance arrangements facilitate implementation of a Child Safeguarding Policy across the entity's activities		

Details of finding	The following points were noted: 1. MGL has formal ministries in the Philippines and Indonesia. Our interviews with personnel in these ministries indicate that there is a strong understanding of the NCSS and leaders are already proceeding with implementation of the relevant requirements, commencing with a roll-out of the Safeguarding Policy documents and the Code of Conduct, as well as the development of targeted training for employees and volunteers. However, the overall implementation plan for the overseas ministries has not been formally documented. 2. MGL operates the Arete Centre in Sydney which provides theological courses to the public. Whilst there is a link from the Arete Centre website to the MGL website, the Arete Centre website itself does not contain any reference to safeguarding documents or the MGL's Safeguarding Commitment Statement.

Recommendation	1. We recommend that MGL develops a formal, staged implementation plan for the application of the NCSS in its overseas ministries. The implementation plan should focus on the following:
	
	  a) risk management and the requirements around identification, monitoring and reporting of key child safeguarding risks and mitigation activities as part of the overall risk management framework;
	
	  b) a review of recruitment practices, to ensure the required working with children checks or equivalent background checks and in place and monitored for staff and volunteers in the overseas ministries; and
	
	  c) the development of an appropriate and child-friendly complaints handling policy and incident management procedure.
	
	In addition, the overseas ministries should provide regular reports to the MGL Safeguarding Committee and/or leadership team regarding the progress of the implementation of the NCSS in these jurisdictions.
	
	2. MGL should ensure that its Safeguarding Commitment Statement, as well as key safeguarding documents, are easily accessible on websites which relate to activities or ministries over which they have governance.

Agreed Action	1. The recommendation will be implemented in both the Indonesia and Philippine missions, including requiring regular reports to the meetings of the Safeguarding Committee. 2. A review will be made of all relevant websites. The Arete Centre website is in process of being updated.
Responsibility	1. Moderator, in conjunction with leadership teams in Indonesia and Philippines missions 2. Safeguarding Education Coordinator
Due date	31 October 2020

Recommendation #2	**Priority 2**
Criterion 1.5 The entity has risk management strategies focusing on preventing, identifying and mitigating risks to children	

Details of finding	MGL has a Risk Management Policy for Child Safety and MGL members have undertaken a number of risk assessments for various ministries, including risk assessments for the formation and community houses.
	A risk register at the congregational level has now been developed and the Risk Management Policy has been updated to require review of the register every six months.
	The risk register should ultimately encompass all MGLs ministries and activities, including any individual ministries that MGL members are engaged in.
Recommendation	We recommend MGL continues to develop its risk register at the congregational level to give visibility over those activities or ministries which have a higher safeguarding risk and which may require increased monitoring, training or support.
	The risk register should include an assessment of the safeguarding risk (e,g. high, medium or low etc.) as well as the mitigating controls in place.
	We recommend the risk register be organised into the following categories:
	a) activities conducted through the formal ministries of MGL - both in Australia and overseas;
	b) activities conducted in MGL formation and community houses;
	c) individual MGL members - identification of ministry work (either formal or on a volunteer basis) conducted by individual MGL members outside of, or ancillary to, the MGL's own formal ministries.
	NB: where a member is working under the governance of another organisation (such as a Diocese or other service organisation), the risk assessment and risk register should consider whether there are sufficient controls provided by the governing organisation to appropriately manage the safeguarding risks relevant to that activity or ministry.
	A process should be developed for the regular review of the risk register, with the outcomes of the review documented/minuted and the safeguarding implementation plan updated as required.
Agreed Action	The Moderator has already called for all risk assessments on every ministry to be sent to the Provincial Office and the majority have now been collected.
	A process will be developed for the regular review and update of the risk register as per the recommendation.
Responsibility	Executive staff at the Provincial office, reporting to the Moderator
Due date	October 31 2020

Standard 2: Children are safe, informed and participate

Children are informed about their rights, participate in decisions that affect them and are taken seriously

Standard 4: Equity is promoted and diversity is respected

Equity is upheld and diverse needs respected in policy and practice

Recommendation #3		Priority 2
Criterion 2.2 - The importance of friendships is recognised and support from peers is encouraged, helping children feel safe and less isolated		
Criterion 4.2 - All children have access to information, support and complaints processes in ways that are culturally safe, accessible and easy to understand		
Details of finding	MGL is in the process of developing child-friendly materials in relation to the complaints handling process, as well as age-appropriate information for children about safe and respectful peer relationships, including through social media.	
Recommendation	We recommend the materials be finalised, approved by the MGL Leadership team and Safeguarding Committee, and rolled out to all members, ministries and MGL houses.	
Agreed Action	The finalisation of these materials is in progress and they will be submitted to the next meeting of the Safeguarding Committee, approved and rolled out to all members, ministries and MGL houses.	
Responsibility	Safeguarding Committee	
Due date	October 31 2020	

Standard 5: Robust human resource management

People working with children are suitable and supported to reflect child safeguarding values in practice

Recommendation #4		Priority 3
Criterion 5.4 - Ongoing supervision and people management is focused on child safeguarding		
Criterion 5.5 - Robust processes exist for screening candidates before and during seminary and religious formation, as well as for ongoing formation, support and supervision of clergy and religious		
Details of finding	MGL has recently updated its Volunteers and Staff Members Policy to require annual performance reviews for employees and volunteers to assess their compliance with safeguarding requirements. Documentation has been developed to provide guidance in conducting performance appraisals for employees and volunteers and the process of annual reviews now needs to be rolled out. In addition, whilst performance appraisals have been conducted for some MGL members, a formal appraisal process is in the process of being developed for all priests and brothers.	
Recommendation	We recommend that performance appraisal processes be finalised for members, employees and volunteers and implemented across all operations and ministries.	

Agreed Action	Performance appraisal documents and processes will be communicated and implemented for all members, staff and volunteers, with the expectation that these reviews will be done annually.
Responsibility	Safeguarding Coordinator, reporting to the Safeguarding Committee
Due date	31 December 2020

Standard 7: Ongoing education and training

Personnel are equipped with knowledge, skills and awareness to keep children safe through information, ongoing education and training

Recommendation #5	
Criterion 7.1 - Personnel are trained and supported to effectively implement the entity's child safeguarding policies and procedures	**Priority 2**
Criterion 7.4 - Personnel receive training and information on how to build culturally safe environments for children.	
Details of finding	The following points were noted: 1. All clergy and religious members of MGL are required to participate in a formal, documented safeguarding program which is comprehensive and covers all required safeguarding topics. However, whilst MGL employees and volunteers have had some safeguarding training, a formal training program/schedule for employees and volunteers, including those in the overseas missions, is still to be documented. 2. MGL provides access to various courses on cultural safety for those in formation and for members who work in specific missions. To complement this, MGL has recently developed a training video on the topic of cultural safety, which will now be rolled out to all existing MGL members and personnel.
Recommendation	We recommend the safeguarding training program be updated and finalised to address the items noted above.
Agreed Action	1. A formal training program for staff and volunteers will be finalised and communicated to relevant missions and houses. 2. The cultural safety program will be rolled out to all members, as well as incorporated into training for staff and volunteers where relevant.
Responsibility	Moderator
Due date	30 November 2020

Standard 8: Safe physical and online environments

Physical and online environments promote safety and contain appropriate safeguards to minimise the opportunity for children to be harmed

Recommendation #6		Priority 3
Criterion 8.2 - The online environment is used in accordance with the entity's Code of Conduct, safeguarding policies and procedures		
Details of finding	MGL has a comprehensive Internet, Email and Social Networking Policy that applies to all personnel. In addition, a training module for MGL members on safe internet usage and appropriate configuration of technology components, is planned for the second half of 2020. However, a program of formal monitoring of internet activity, including appropriate use of web browsing and other applications, is still in the process of being implemented.	
Recommendation	MGL should develop a process/program to monitor use of the online environment. This could take the form of an annual check by the party/firm that provides IT services or alternatively, MGL could seek assistance from other associates/partners who may have contacts or services in this field.	
Agreed Action	We intend to explore all possibilities in this area, and research widely to discover the optimal programs and strategy to use for monitoring of internet activity and online environments.	
Responsibility	Safeguarding Education Coordinator, reporting to the Safeguarding Committee	
Due date	31 December 2020	

Recommendation #7		Priority 2
Criterion 8.4 - Entities that contract facilities and services to and from third parties have procurement policies that ensure safeguarding of children.		
Details of finding	Whilst it is acknowledged that MGL is aware of due diligence requirements with respect to contractors working on their property, and has requested working with children checks from contractors where necessary, they have only recently developed a formal contractor management policy which includes safeguarding elements.	
Recommendation	The contractor management policy should be rolled out to all personnel, ministries and community houses, and also referenced in the safeguarding training going forward.	
Agreed Action	We will roll out and provide further education on the importance of this policy to all missions and houses.	
Responsibility	Moderator for roll out and implementation of policy. Safeguarding Education Coordinator for inclusion in on-going education and training for all personnel.	
Due date	October 31 2020	

Appendix A

The compliance assessment of the entity's performance against each indicator will be determined using a four-point scale, as follows:

	General	Processes	People/Resources
Not Addressed	• The entity has not addressed the required Indicator or is unable to demonstrate that the requirements of the Indicator are in place and/or are operating effectively and continuously.	• Processes are non-existent. • Processes exist however the specific requirements of the Indicator have not been addressed.	• No resources have been assigned.

Initial/Ad-Hoc	• The entity has commenced to address the Indicator, however processes are ad-hoc or are applied on a case-by-case basis.	• Some relevant processes have been implemented which align with the requirements of the Indicator, however they are:
		  • siloed; and/or
		  • undocumented; and/or
		  • inconsistent; and/or
		  • lack clarity.
			• Capabilities vary across the entity.
			• Resources are not formally assigned.

Defined and Developed	• The entity has addressed the Indicator and is in the process of implementing the requirements across the entity.	• Relevant processes have been defined and developed, however are yet to be rolled out across the full operations of the entity.	• Resources have been assigned and responsibilities defined, however there is no formal training or communication of standard procedures and it is unlikely that deviations will be detected.
Managed and Measurable	• The entity has demonstrated that Indicator requirements are formally embedded and are operating effectively and continuously.	• Relevant processes are integrated and coordinated, including remote operations and activities.	• Personnel have been trained to detect and report on deviations or break downs in processes. • Resources have been assigned to monitor and address non-compliance.

Appendix B

The following priority ratings have been used to assess findings arising from this audit:

Priority 1	Priority 2	Priority 3
Gaps or control weaknesses have been identified resulting in non-compliance with the indicator. Mitigation actions are required to be developed and initiated as soon as practicable but no later than 30 days from the issuance of this report, with expected resolution within 3 months.	Progress has been made with respect to implementation of the required indicator, however full compliance is yet to be achieved. Mitigation actions are required to be developed and initiated within 3 months or earlier from the issuance of this report, with expected resolution within 6-9 months.	Issues have been identified which represent minor procedural weaknesses or improvement opportunities with respect to the operation of the indicator. Expected resolution is within 12 months or earlier from the issuance of this report.

Appendix C

The definitions of terms used in the National Catholic Safeguarding Standards take into account Australian State, Territory and federal laws and relevant regulations, canon law, information from the Holy See, the Royal Commission into Institutional Responses to Child Sexual Abuse, the National Principles for Child Safe Organisations and the Glossary on Sexual Exploitation and Abuse published by the United Nations in 2017.

The glossary does not have any legal force and is meant only to serve as a reference tool for the National Catholic Safeguarding Standards. All terms and definitions are to be read in the context of these Standards alone.

Accessible language	means information is provided in multiple formats for individuals with different levels of English literacy and proficiency, modes of communication, languages and cognitive abilities.
Allegation	means a complaint, still to be verified, claiming or asserting that someone has committed an act of abuse against a child. The term is used interchangeably and in combination with "complaint".
Australian Catholic Bishops Conference	means the national episcopal conference of the Catholic bishops of Australia. It is the instrumentality used by the Australian Catholic bishops to act nationally and address issues of national significance.
Bishop	means a diocesan bishop and archbishop and the ordinary of an ordinariate in the Latin Church and an eparch in the Eastern Churches.
Canon law	means the revised Code of Canon Law promulgated by His Holiness Pope John Paul II in 1983 and the Code of Canons of the Eastern Churches as promulgated in 1990 and any other universal or particular legislation promulgated by the competent ecclesiastical authority.
Canonical Steward	means the person(s) or other entity canonically responsible for the Catholic Entity.
Catholic Religious Australia	means the public name of the Australian Conference of Leaders of Religious Institutes (ACLRI). It is the peak body for leaders of Religious Institutes and Societies of Apostolic Life resident in Australia.
Child/ren	means individuals under 18 years of age.
Child abuse	there are different legal definitions of child abuse in Australia. Most commonly, the categories of child abuse include sexual, physical, psychological, neglect, ill-treatment, exploitation and exposure to family violence. The following provides general definitions only. For specific legal definitions related to your state or territory please go to: https://aifs.gov.au/cfca/publications/cfca-resource-sheet/reporting-child-abuse-and-neglect

Child abuse, when referenced throughout the National Catholic Safeguarding Standards, includes:
• physical abuse refers to any non-accidental physically aggressive act towards a child. Physical abuse may be intentional or may be the inadvertent result of physical punishment. Physically abusive behaviours include shoving, hitting, slapping, shaking, throwing, punching, biting, burning and kicking;
• sexual abuse refers to a person who uses power, force or authority to involve a child or young person in any form of unwanted or illegal sexual activity. This can involve touching or no contact at all. This may take the form of taking sexually explicit photographs or videos of children, forcing children to watch or take part in sexual acts and forcing or coercing children to have sex or engage in sexual acts with other children or adults; |

	- neglect refers to a failure by a caregiver to provide the basic requirements for meeting the physical and emotional developmental needs of a child. Physically neglectful behaviours include a failure to provide adequate food, shelter, clothing, supervision, hygiene or medical attention; - psychological abuse refers to inappropriate verbal or symbolic acts and a failure to provide adequate non-physical nurture or emotional availability. Psychologically abusive behaviours include rejecting, ignoring, isolating, terrorising, corrupting, verbal abuse and belittlement; - exposure to family violence is generally considered to be a form of psychologically abusive behaviour, where a child is present (hearing or seeing) while a parent or sibling is subjected to physical abuse, sexual abuse or psychological maltreatment, or is visually exposed to the damage caused to persons or property by a family member's violent behaviour; and - grooming refers to a pattern of behaviour aimed at engaging a child as a precursor to sexual abuse. It includes establishing a 'special' friendship/ relationship with the child. Grooming can include the conditioning of parents and other adults to think that the relationship with the child is 'normal' and positive. The process can take as little as a few days or as long as months or even years.
Child Safeguarding Commitment Statement	means a commitment statement describing an entity's commitment to keep children safe from harm. It informs the entity's culture with respect to child safeguarding.
Child safeguarding policies and procedures	means any policies or procedures of the entity that address elements of child safety. For example, but not limited to: - recruitment; - risk management; - complaints handling; and - acceptable use (information and communication technology).
Church Authority	means: A. the diocesan bishop (or archbishop, as appropriate) of a diocese or his administrator from time to time; B. the Australian major superior in respect of religious institutes; or C. the canonical steward in relation to a particular Catholic entity in respect of other Catholic entities not referred to in (a) or (b) above.
Civic engagement	means individual and collective actions designed to identify and address issues of public concern. Civic engagement includes citizens working together to make a change or difference in the community. The goal of civic engagement is to address public concerns and promote the quality of the community.
Clergy	means the body of those ordained in sacred ministry in the Church. They are either deacons, priests or bishops.
Cleric	means a member of the clergy.
Clericalist/ism	means an attitude toward clergy/religious characterised by an excessive deference and an assumption of their moral superiority. Pope Francis has said of clericalism that it occurs when "clerics feel they are superior, [and when] they are far from the people." He goes on to say that clericalism can be "fostered by priests themselves or by lay persons". When fostered by priests it may be demonstrated in an attitude where clerics see themselves as self-sufficient, superior to and separate from accountabilities of the world beyond the Church. When fostered by lay people it may be

	demonstrated by thinking that their contributions to the life of the Church are second-rate, or that in all things, surely 'Father knows best'. The features of clericalism are not restricted to the ordained (clergy and religious) nor to the Church alone. Abuse of an individual's function, role or power could be considered clericalist and could be exemplified through other attitudes such as not allowing criticism, being didactic rather than dialogical and being controlling rather than caring. It exists in hierarchical institutions such as academia, legal and medical establishments, the police and the military.
Complainant	means any person who makes a complaint that may include any allegation, suspicion, concern, or report of a breach of the entity's code of conduct. It also includes disclosures made to an institution that may be about, or relate to, abuse in the entity's context.
Conflicts of interest	means situations where a conflict arises between a person's official duties and their private interests, which could influence the performance of those official duties. Such conflict generally involves opposing principles or incompatible wishes or needs.
Cultural safety	means an environment that is safe for people of all ethnicities and cultural identities: where there is no assault, challenge or denial of their identity, of who they are and what they need. It is about shared respect, shared meaning, shared knowledge and experience, of learning, living and working together with dignity and truly listening.
Dicastery	means departments of the Roman Curia, including the Secretariat of State, congregations, tribunals, councils and offices.
Diocese	means ecclesiastical jurisdiction under the leadership of a bishop or an archbishop. In this document it is used as an inclusive term, including eparchies, ordinariates and personal prelatures.
Entity	means an entity that has been identified as Catholic by a competent authority within the Catholic Church.
Eparchy	means a term used by the Eastern Catholic Churches to denote ecclesiastical jurisdictions under the leadership of a bishop or an archbishop (also called an eparch or an archeparch).
Exposure to family violence	refer to 'child abuse'.
Formation/formation program	means a program preparing individuals for ordination or profession of vows as well as a life-long journey to the invitation of Christ to proclaim and live the Gospel message within the life of the Church.
Grooming/grooming behaviour	refer to 'child abuse'.
Institutional abuse	means, in the formal setting of an institution, child abuse caused by factors such as: • a "closed" culture within an organisation where transparency is discouraged; • failure to properly check the backgrounds and interview staff; • inadequate training of staff; • lack of child protection policies; • lack of support of staff by management; • poor communication skills; and/or • poor supervision of staff and children.
Lay/lay person	means members of the Catholic Church other than bishops, priests, deacons and religious.
Leaders	means personnel who are responsible for important governance decisions within a Church entity and/or who lead and coordinate Church improvement initiatives.

Leaders of Religious Institutes	means the person acting in that canonical role (by whatever name) from time to time.
Mentor	means an experienced and trusted advisor or a person who gives a younger or less experienced person help and advice over a period of time.
Ministerial PJP	means a public juridic person established by a religious institute which provides sponsorship and lay leadership for ministries of the religious institute, to ensure their continuation as works of the Catholic Church. The establishing authority for these entities is varied – some ministerial PJPs have been established by the Holy See through the Congregation for Institutes of Consecrated Life and Societies of Apostolic Life and are known as PJPs of pontifical right, others have been authorised by diocesan or provincial bishops. Canon law defines a public juridic person (PJP) as 'an aggregate of persons or things constituted by the competent ecclesial authority to fulfil a proper function given them in view of the common good' [Can. 114 §1].
Ministry	means any activity within, or delivered by, an entity that is designed to carry out the good works of the Catholic Church.
Neglect	refer to 'child abuse'.
Offender	means a person who has admitted abuse or whose responsibility for abuse has been determined by a court of law (criminal or civil), statutory or Church procedure.
Ordinariate	means a non-geographical diocese, an example of which is the Catholic Military Ordinariate of Australia which is administered by a bishop with the faculties of an Ordinary and thus this organisation is known by the term ordinariate.
Overseas clergy and religious	means any cleric or member of a religious institute who is specifically recruited from overseas by a Church Authority or entity.
Personal prelature	means a canonical structure of the Catholic Church which comprises a prelate, clergy and laity who undertake specific pastoral activities. The first personal prelature is Opus Dei.
Personnel	means a cleric, member of a religious institute or other person who is employed by the entity or engaged on a contract, subcontract, voluntary or unpaid basis.
Physical abuse	refer to 'child abuse'.
Position description	means a document which details the role, responsibilities and expectations of a role within an entity and outlines reporting lines.
Professional/pastoral supervision	means a forum for reflection and learning, an interactive dialogue between at least two people, one of whom is professionally trained as a supervisor. The dialogue shapes a process of review, reflection, critique and replenishment for personnel. Supervision is a professional activity in which personnel are engaged regardless of experience or qualification. Supervision assists personnel in their accountabilities for professional standards (including in relation to maintenance of professional boundaries), defined competencies for their role and understanding and implementation of organisational policy and procedures. For clerics and religious, professional/pastoral supervision assists in the maintenance of boundaries of the pastoral relationship and enhances the quality of their ministry. A cleric/ religious' commitment to conscious and critical reflection on their ministry and ministry experiences is recognised as being important for the wellbeing of the cleric/religious, the people with whom they exercise ministry, the wider Church and the community.

Protective behaviours program	means an age-appropriate structured education program to equip children and young people with the skills and knowledge to enhance their personal safety.
Psychological abuse	refer to 'child abuse'.
Religious Institute	means an institute of consecrated life, a secular institute or society of apostolic life, and their provinces or equivalent.
Respondent	means a person against whom a complaint is made.
Safeguarding	means measures to protect the safety, human rights and well-being of individuals, which allow people – in this context children – to live free from abuse, harm and neglect.
Safeguarding Committee	means a committee established to advise and support the Church Authority on all matters relating to safeguarding, including the development and implementation of a Safeguarding Implementation Plan and coordination of annual self-audits at a local level. Committee members need relevant and varied professional expertise in relation to, but not limited to safeguarding, child protection, organisational culture and structure, policy development, and need to include lay women and men.
Safeguarding Co-ordinator	means an individual who champions safeguarding and co-ordinates the implementation of the National Catholic Safeguarding Standards within an entity.
Safeguarding Implementation Plan	means a documented plan which articulates actions to be taken across the entity to ensure safeguarding practices are in place. It includes actions, strategies, responsibilities and delegations and tracks review and progress. It is overseen by the Safeguarding Committee.
Seminary	means a centre for the formation and education of students preparing for ordination.
Sexual abuse	refer to 'child abuse'.
Spiritual abuse	means the abuse of a child that is perpetrated by an individual in a position of authority and trust within the Church, supposedly in the name of God. It can cause a child to have lifelong loss of faith and/or feel distanced from the Church.
Substantiated complaint	means allegations proven to be true or supported with evidence.
Third parties	means any individual, group or organisation outside the entity who either contract services and facilities to or from the entity. For example, groups hiring Church facilities for private or public use (for example birthday parties, men's sheds, exercise groups), companies contracted to provide design and print work for an entity, and consultants.
Working with children check	is a generic term used in the Standards to denote the statutory screening requirement for people who work or volunteer in child-related work. There is no single national framework setting out requirements for 'working with children' checks. Each state or territory in Australia has its own name, procedures and differences in scope regarding what this type of check entails. They are one part of a Church entity's recruitment, selection and screening processes.