

MAINTAINING SAFE AND RESPECTFUL RELATIONSHIPS



MML Forum

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OUTLINE OF 2018 PS TRAINING

1. MML Forum Presentation 13/10/2017
2. Personal Reflection on your own Ministry using Reflection/Discussion sheet
3. Small group discussion with colleagues

Please complete all 3 parts of the training by 30 June 2018
and file as verification

MAINTAINING SAFE AND RESPECTFUL RELATIONSHIPS

Key Church Documents

1. ***Integrity in Ministry (IM)***: for clergy and religious
2. ***Integrity in the service of the Church (ISC)***: lay workers
3. ***Towards Healing (TH)***: managing allegations of abuse

Current Context

- Royal Commission recommendations due in Dec 2017
- Catholic Professional Standards Ltd formed

The aims of both *Integrity in Ministry* and *Integrity in the Service of the Church* are to:

- Provide positive guidelines for the highest standards of ministry
- Support church personnel in their concern to protect those who are vulnerable from all abuses of power (e.g. children, youth, frail aged, some with disabilities and/or illness)

(Ref: Preamble IM p: v-ix: Intro and Preamble ISC pp:3-5)

FOCUS ON 3 KEY AREAS

1. Safe and Respectful Relationships
2. Blurred Relationships
3. Protecting the Vulnerable

(Responding to and Reporting Abuse)

1. SAFE AND RESPECTFUL RELATIONSHIPS

- Relationships that “protect, honour and advance the dignity of every human person” (IM: p1)
- Relationships that have “the wellbeing of the other as its (their) foundation” (IM: p1)
- Relationships that reflect
 - The recognition that each person is made in the image of God (Gen 1: 27)
 - The life and teachings of Jesus (Gospels)
 - The vision of Catherine McAuley (Constitutions)

WHAT DO THESE RELATIONSHIPS LOOK LIKE?

In their lives and ministries

*church personnel witness God's love for every human person
by sensitivity, reverence and respect in their relationships.*

(Ref: IM: 1.1, ISC: 2)

WHAT PROFESSIONAL BOUNDARIES SAFEGUARD THESE RELATIONSHIPS?

To safeguard integrity, and to preserve clarity of sexual and professional boundaries with regard to this principle, it is essential that church personnel:

Avoid any behaviour that could reasonably be interpreted as harassment

Harassment encompasses a broad range of behaviours, including but not limited to

- *Physical, verbal, written or psychological abuse*
- *Bullying*
- *Racial and religious insults*
- *Derogatory ethnic slurs*
- *Unwelcome touching and inappropriate behaviour*
- *Sexual jokes and comments*
- *Requests for sexual favours*
- *Display of pornographic materials*

Harassment can occur as a result of a single incident or a pattern of behaviour where the purpose or effect is to create a hostile, offensive, humiliating or intimidating environment. (Ref: IM: 1.1)

IT IS ALSO VERY IMPORTANT TO

- Avoid every impulse to “lord it over” those we serve
- Avoid the fostering of dependency or subservience by encouraging collaboration and mutual respect

(IM: 1.3, ISC:3.5)

ISC 5.4 CHURCH WORKERS DO NOT OPERATE BEYOND THE LIMITS OF THEIR COMPETENCE AND QUALIFICATIONS

- 5.4.1 Show willingness to seek guidance and advice from others
- 5.4.2 Not engage in tasks or activities for which they have inadequate expertise or qualifications, especially Pastoral Care, Counselling or Spiritual Direction
- 5.4.3 Recognise the appropriate time to make referrals to those with proper qualifications/ expertise

(Ref: ISC 5.4) (see: IM: 4.3)

DEVELOPING RELATIONSHIPS BEYOND THE PASTORAL

- Develop a network of supportive peers
- Belong to professional networks/associations
- Access Professional Supervision
- Maintain a reasonable life/work balance

(Ref: IM: 3.3, ISC: 3.3)

REFLECTION QUESTIONS PART 1.

- What positive steps am I already taking to maintain healthy relationships?
- Are there other steps I need to take?

2. BLURRED RELATIONSHIPS

- Be sensitive to the risks accompanying relationships in which professional and personal lines are blurred

AMONG THE BEHAVIOURAL STANDARDS THAT FOLLOW FROM THIS PRINCIPLE ARE

- Being careful to avoid potential conflicts of interest when called upon to advise family members, employees and close friends; refraining from entering into formal counselling relationships with family members, employees and close friends
- Exercising prudent judgement before ministering in a situation where a conflict of interest may arise, e.g. when offering counselling, advice or spiritual direction to more than one person from the same family

(Ref: IM: 4.4) (See also ISC: 3.2)

- Exercising prudent judgement in the giving and receiving of gifts (including keeping records)
- Keeping relevant, appropriate, dated notes and records when providing counselling, advice or emotional support

(Ref: IM: 4.4) (See also ISC: 3.2)

TERMINATING UNSAFE / INEFFECTIVE RELATIONSHIPS

Pastoral Care requires that a pastoral relationship be terminated when it becomes reasonably clear that the person seeking support is not benefiting. In such a case the person will be offered help to find another source of assistance.

Among the behavioural standards that follow from this principle are:

- Reviewing pastoral relationships with a colleague or supervisor to assess their effectiveness when that is in doubt
- Developing and maintaining a referral network
- Being clear about the limits of pastoral relationships when they commence

(Ref: IM: 4.5)

REFLECTION QUESTIONS PART 2

- What specific professional boundaries are essential in my ministry?
- Do I need to strengthen any of these boundaries? How will I do that?
- Are there unsafe/ineffective relationships that I need to terminate? How can I do that in a pastoral manner?

(Ref: IM: 4.4, 4.5, ISC: 3.4)

3. RELATIONSHIPS WITH THOSE WHO ARE VULNERABLE

(e.g.: children, youth, frail aged, some with disabilities and physical/mental health issues)

Pastoral love requires that church personnel respect the physical and emotional boundaries appropriate to relationships with all who are vulnerable.

(see IM: 1.4, ISC: 3,4)

AMONG THE BEHAVIOURAL STANDARDS THAT FOLLOW FROM THIS PRINCIPLE ARE:

- Exercising sensitivity with regard to the physical and emotional space others require in pastoral encounters
- Exercising prudent judgement ... in initiating and responding to physical contact, such as giving a comforting hug or an affirming touch
- Providing pastoral ministry only in places that offer a sufficiently safe environment where there is openness and visibility

(Ref: IM: 1.4, ISC: 3)

- Exercising prudent judgement in the expression of affection and regard, and in the giving of gifts (keep a record)
- Ensuring whenever reasonably possible that another adult is present or close by when providing pastoral ministry to a minor or vulnerable person
- Using electronic and print media responsibly

(Ref: IM: 1.5, ISC: 3.1)

REFLECTION QUESTIONS PART 3

- Who are the vulnerable people in my ministry?
- What risks to the safety of others and myself are involved in my ministry?
- How can I best manage these risks while continuing to exercise my ministry?

(Ref: IM 1.4,1.5; ISC 3.4)

MML POLICIES

- Professional Standards Policy
- Child and Vulnerable Persons Policy
- Code of Conduct

Available on MML webpage via orange link on the opening page:

[Protection of Children and Vulnerable Adults](#)



MERCY IN ACTION

MCAULEY MINISTRIES

McAuley Ministries is made up of a wonderful diversity of ministries of ISMAPNG.

FACES OF MERCY

from Denise Fox

WE SUPPORT

- We Care
- We Create
- We Educate
- We Journey With
- We Pray
- We Provide a Place to Be
- We Respond
- We Support
 - Mission and Ministry Team
 - Operations Team
 - McAuley Ministries
 - Protection of Children and Vulnerable Adults

Under the McAuley Ministries banner, our Sisters and partners in Mercy provide a wide range of services in the spirit of the Spiritual and Corporal Works of Mercy including:

- ministering as educators, theologians, scripture scholars, liturgists, writers and publishers, poets, researchers, archivists, musicians, artists, bioethicists, ecumenists, environmentalists

RESPONDING TO AND REPORTING ABUSE

REPORTING

- There are mandatory reporting requirements for reporting sexual abuse to police
- The ISMAPNG Professional Standards Office complies with all of these requirements across Australia and Papua New Guinea

WHAT TO DO IF...?

- you observe or experience abuse or unacceptable sexually-based behaviour?
- Contact the Professional Standards Officer on 02 9572 5400 or 0439 399 039
- If you are concerned about an issue, or feel you need support in reporting it, you may want to discuss it with the CEO MML
- Utilise the services of the Employee Assistance Program (EAP) 1800 81 87 28 (lay staff)
- **BUT remember - observe strict confidentiality within the process**

WHAT TO DO IF...?

- **... someone tells you (either in person or by phone) that they have been abused?**
- Acknowledge the person's pain
- Explain that if a person discloses abuse, you have an obligation to report it
- Offer the person the contact details for the Professional Standards Officer or other relevant person (as per previous slide) if they want to make contact themselves
- Reassure the person that the complaint will be followed up and that they will be offered support
- Report the alleged abuse according to the Processes for Responding to Complaints
- Observe strict confidentiality within the process

PROCESS FOR RESPONDING TO CHILD SEXUAL ABUSE COMPLAINTS

- Complaints received in person: email information received to professionalstandards@ismapng.org.au
- Complaints received by telephone: email information received to professionalstandards@ismapng.org.au
- Complaints received by letter: post complaint to the Professional Standards Officer, Institute Centre, PO Box 284, Petersham NSW 2049
- Complaints received by email: forward email to professionalstandards@ismapng.org.au
- Complaints about the Professional Standards Officer or the CEO MML: forward directly to the Institute Leader

In the unlikely event that an allegation of abuse is made against you, how should you respond and what support will be made available to you?

Sisters: Tell the person making the allegation that you will need to seek advice, then

- Contact your Community Leader straight away.

She will contact the Institute Leader and the Professional Standards Office, and they will give you advice and arrange legal representation if necessary. You may also contact the Institute Leader directly, if you prefer

Staff or Volunteers: Tell the person making the allegation that you will need to seek advice, then

- Contact the Professional Standards Officer straight away.

If, in doing this, you feel you need a support person with you, this is acceptable

You do not need to agree to be interviewed by police until you have received legal advice.

- You may be asked to stand aside from your ministry/position until the situation has been resolved
- Pastoral Support and Counselling will be offered to all people affected by Professional Standards matters

PUBLIC STATEMENTS

- It is important that no statements, interviews or other responses relating to Professional Standards issues, or other potentially controversial matters, are made to the media or in any other forum without approval from the Institute Leader



INSTITUTE OF
SISTERS *of* MERCY
OF AUSTRALIA & PAPUA NEW GUINEA

ANY QUESTIONS?

***Whatever work we do,
our song is of mercy and fidelity
justice and peace.
Because of our God,
to whom we sing our song,
we join in the search
for justice and love wherever we are...
Working together to create the new earth
which God's love demands***

[Constitutions 4.09]