

## **I. Charter for the Safety of People within the Churches of the Anglican Communion**

### 1. Pastoral support where there is abuse

We will provide pastoral support for the abused, their families, and affected parishes and church organizations by:

- (a) listening with patience and compassion to their experiences and concerns;
- (b) offering spiritual assistance and other forms of pastoral care.

### 2. Effective responses to abuse

We will have and implement policies and procedures to respond properly to allegations of abuse against clergy and other church personnel that include:

- (a) making known within churches the procedure for making complaints;
- (b) arranging pastoral care for any person making a complaint of abuse;
- (c) the impartial determination of allegations of abuse against clergy and other church personnel, and assessment of their suitability for future ministry;
- (d) providing support for affected parishes and church organizations.

### 3. Practice of pastoral ministry

We will adopt, and promote by education and training, standards for the practice of pastoral ministry by clergy and other church personnel.

### 4. Suitability for ministry

We will have and implement policies and procedures to assess the suitability of persons for ordination as clergy or appointment to positions of responsibility in the church including checking their background.

### 5. Culture of safety

We will promote a culture of safety in parishes and church organizations by education and training to help clergy, other church personnel and participants prevent the occurrence of abuse.

## **II. Protocol for the disclosure of ministry suitability information between the churches of the Anglican Communion**

### 1. Definitions

- In this Protocol: “Assessing Province” means the Province in which a Church authority is to assess whether the Church worker should be authorised for ministry;
- “Authorising Province” means the Province or Provinces in which the Church worker is authorised, or has previously been authorised, to undertake ministry by a Church authority;
- “Church authority” means the person or body responsible for authorising Church workers to undertake ministry in the Authorising Province or the Assessing Province;
- “Church worker” means a member of the clergy or a lay person who:
  - is authorised, or has previously been authorised, to undertake ministry by a Church authority of the Authorising Province; and

- has applied to undertake authorised ministry, or has been nominated for appointment to a position or office involving the undertaking of authorised ministry, in the Assessing Province.
- “Ministry Suitability Information” means a written statement by a Church authority of the Authorising Province about the Church worker that discloses:
  - whether or not there has been; and
  - if so, the substance of any allegation, charge, finding or admission of the commission of a criminal offence, or the breach of the Authorising Province’s rules regarding the moral conduct of clergy and lay persons undertaking ministry, including rules relating to sexual conduct and conduct towards children and vulnerable adults;
- “Province” includes part of a Province.

## 2. System for the disclosure of Ministry Suitability Information by the Authorising Province

The Authorising Province will have and maintain a system for the disclosure of Ministry Suitability Information about a Church worker of the Province to the applicable Church authority of the Assessing Province that includes the following requirements:

- a. the applicable Church authority of the Province is to promptly deal with an application by the applicable Church authority of the Assessing Province for the disclosure of Ministry Suitability Information; and
- b. the applicable Church authority of the Province is to disclose the Ministry Suitability Information to the applicable Church authority of the Assessing Province. System for assessing the suitability of a Church worker for authorised ministry in the Assessing Province

## 3. The Assessing Province

The Assessing Province will have and maintain a system for the assessment of the suitability of a Church worker to undertake authorised ministry in the Province that includes the following requirements:

- a. the applicable Church authority is to make an application to the Authorising Province for Ministry Suitability Information;
- b. the applicable Church authority is not to authorise the Church worker to undertake ministry in the Province unless and until it has carried out an assessment of whether the Church worker is a risk to the physical, emotional and spiritual welfare and safety of people that takes into account the Ministry Suitability Information disclosed by the Authorising Province; and
- c. the applicable Church authority is to keep the Ministry Suitability Information confidential, except where its disclosure:
  - i. is required by law; or
  - ii. is reasonably believed to be necessary to protect any person from the risk of being harmed by the Church worker; or
  - iii. is necessary for the purpose of undertaking the assessment of whether the Church worker is suitable to undertake authorised ministry in the Province or any disciplinary action against the Church worker.