

## ANGLICAN CHURCH OF AUSTRALIA – DIOCESE OF TASMANIA

### SAFE CHURCH COMMUNITIES ORDINANCE 2009

(Amended 2010, 2011, 2013;

Schedule 1 amended March, September, December 2014, September 2016, Synod 2019, June 2020, Apr 2021, Sept 2021)

BE IT ENACTED by the Bishop, Clergy and Laity of the Diocese of Tasmania in Synod assembled, as follows:

1. This Ordinance may be cited as the “Safe Church Communities Ordinance 2009”.
2. Recognising the commitment of this diocese to ensuring our church communities are safe places for all, the objects of this Ordinance are:
  - a. to establish a system whereby church workers are authorised as holding current endorsement to exercise certain ministries in the diocese within the framework of *Safe Church Communities*; and
  - b. to describe the requirements for endorsement for church workers, whether holding the Bishop’s licence or not, to serve in their prescribed office or role in the diocese.

3. In this Ordinance:

“Church Worker” has the same meaning as that given in the *‘Professional Standards For The Protection Of Children And Adults from Sexual Misconduct Ordinance 2005’*, whether that person holds the Bishop’s licence or not,

“Disclosable Matter” means

- the Church Worker being charged with an offence that would be punishable by 6 months imprisonment or more if the offence was or were to be committed in Tasmania;
- The Church Worker being convicted or found guilty of an offence that would be punishable by any term of imprisonment if the offence was or were to be committed in Tasmania.
- An Australian court making a finding against the Church Worker in relation to violence against a family member or a child or an order under the Family Violence Act 2004 (Tas);
- The Church Worker becoming aware of a notification being made against him or her to any Child Protection Authority; or
- A finding against the Church Worker of a licensing board or a professional board that relates to a complaint of a sexual nature.

“*Safe Church Communities*” means the program of training and endorsement for safe ministry as approved by the Professional Standards Committee for use in the diocese and includes “Faithfulness in Service” the code of ethics which forms Schedule 5 of the ‘Ministry and Tribunal Ordinance 1998 Amended 2007’

“Ministry” for the purposes of this Ordinance means those ministries in which those persons represented in Schedule 1 are engaged.

4. Church Workers listed in the attached Schedule 1 are required to hold the endorsement under the *Safe Church Communities* program as set out in the attached Schedule 1 as a condition of exercising their ministry.

(Amended 2019)

(Amended 2019) 4A. Ongoing Reporting

- (a) If any Disclosable Matter occurs in respect of a Church Worker, that person must report that matter to the Director of Professional Standards as soon thereafter as is practicable, and
  - (b) Whenever a Church Worker applies to renew his or her endorsement under the *Safe Church Communities Program*, he or she must confirm that all Disclosable Matters have already been reported or report any Disclosure Matter that has occurred since the last renewal.
5. Schedule 1 of this Ordinance may be modified by decision of Diocesan Council, acting on the advice of the Professional Standards Committee.
  6. Nothing contained in this Ordinance shall derogate from the rights and privileges of the Bishop of Tasmania.
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# SAFE CHURCH COMMUNITIES ORDINANCE 2009

## SCHEDULE 1

Amended 2010, 2011, 2013, 2014, 2016, 2020, 2021

### REQUIREMENTS FOR *SAFE CHURCH COMMUNITIES* ENDORSEMENT BY CHURCH WORKERS

All persons seeking Safe Church Communities endorsement must satisfactorily complete a Safe Ministry Assessment which involves (a) completing and lodging the required forms, together with evidence of a current State Working with Vulnerable Card, and a National Police Check where required, (b) obtaining suitable references and (c) satisfactorily completing the training designated in the table below.

The Diocese does not endorse persons under the age of 16 years as Church Workers.

Forms and supporting documents are lodged with the Diocesan Professional Standards Unit.

The Director of Professional Standards or authorised delegate as per Clause 11, National Register Canon 2007, will carry out the National Register checks.

A person holding multiple roles must maintain the highest level of endorsement required for any role they hold. Re-endorsement is required every three years.

(Any additional requirements for re-endorsement will be published by the Diocesan Council from time to time on the advice of the Professional Standards Committee.)

This Ordinance operates alongside and in addition to the *Safe Ministry to Children Canon 2017*. The requirements of this Ordinance take precedence where these differ from those of the *Safe Ministry to Children Canon 2017*.

For this Ordinance, in accordance with the '*Professional Standards for The Protection of Children and Adults from Sexual Misconduct Ordinance 2005*':

**'Church worker'** means a person who is:

- a) A member of the clergy; or
- b) A person employed by a Church Body; or
- c) A person holding a position or performing a function with the actual authority of a Church authority or Church body.

**'Church authority'** means the Bishop or a person or body having administrative authority of or in a Church body to license, appoint, authorise, dismiss or suspend a Church worker.

**'Church body'** includes a parish, committee, unincorporated association or unincorporated organisation that exercises ministry within, or on behalf of the Church in Tasmania.

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	Church Worker	Anglican Diocese of Tasmania requirements			State Legislation	Training
		Faithfulness in Service: (i) read code & complete F1 Module (ii) sign commitment	Safe Ministry Check application & reference checks	National Register Check	Working with Vulnerable People Card	ChildSafe Modules to Minimum Required Level
<b>If you have any questions regarding the implementation of this schedule in your parish or local ministry context, please email <a href="mailto:scc@anglicantas.org.au">scc@anglicantas.org.au</a></b>						
<b>CLERGY &amp; ORDINANDS</b>						
1a	Clergy holding a ministry licence (as per Ministry Licences Ordinance 2018)	Yes	Yes	Yes	Yes	Coordinator
1b	Clergy holding an Authority to Officiate only	Yes	Yes	Yes	Yes	Team Member
2	Ordinands in training	Yes	Yes	Yes	Yes	Team Leader
<b>PROFESSIONAL STANDARDS UNIT &amp; ROLES</b>						
3	The Director of Professional Standards and authorised delegate as per Clause 11, National Register Canon 2007	Yes	Yes	Yes	Yes	Organisational
4	The Safe Church Communities Coordinator	Yes	Yes	Yes	Yes	Organisational
5	Members of the Professional Standards Committee	Yes	Yes	Yes	Yes	Coordinator
<b>GOVERNANCE &amp; ADMINISTRATION</b>						
6	The Director of Ministry Development	Yes	Yes	Yes	Yes	Organisational
7	The Diocesan and Assistant Bishops, Vicar General, Deputy Vicar General, Administrator, Registrar, Deputy Registrar of the Diocese	Yes	Yes	Yes	Yes	Organisational
8	The Chancellor; The Church Advocate	Yes	Yes	Yes	Yes	Coordinator
9	The Diocesan Media Officer	Yes	Yes	Yes	Yes	Organisational
10	Members of Diocesan Council	Yes	Yes	Yes	Yes	Member
11	Members of Committees of Synod and of Committees Appointed by Diocesan Council (includes the Professional Standards Board, Diocesan Tribunal Panel, Ministry Issues Appeals Panel)	Yes	Yes	Yes	Yes	Nil
12	Parish Council and Cathedral Chapter members (includes Synod Representatives, Treasurers)	Yes	No	Yes	Yes	Team Member
13	Members of committees or sub-committees, or appointees to roles which represent the parish/special ministry district in the wider community	Yes	No	Yes	Yes	Team Member
14	Managers of Church Body Community Business or Outreach Operations, e.g. Op Shops	(i) Yes (ii) Not Essential	Yes	Yes	Yes	Team Member

	Church Worker	Anglican Diocese of Tasmania requirements			State Legislation	Training
		Faithfulness in Service: (i) read code & complete F1 Module (ii) sign commitment	Safe Ministry Check application & reference checks	National Register Check	Working with Vulnerable People Card	ChildSafe Modules to Minimum Required Level
15	Heads of Anglican Organisations and Societies: Anglican Health and Welfare; Anglicare Tasmania Inc Clarendon Children's Homes Inc Mission to Seafarers – Burnie, East Devonport, Hobart Anglican Board of Mission – Diocesan Committee, Auxiliary Anglican Cursillo Movement Anglican Men's Society; Anglican Women's Society Church Missionary Society-Tasmanian Branch Committee Girls' Friendly Society; Mother's Union	Yes	Yes	Yes	Yes	Nil
	<b>PARISH &amp; LAY MINISTRY</b>					
16	Children's and/or Youth Ministers, Youth Ministry Development Officer, Members of the Anglican Camping in Tasmania Commission, Anglican Camping Tasmania (ACT) Directors, Emergency Response Coordinators	Yes	Yes	Yes	Yes	Team Leader
17	Children and/or youth program leaders or leaders of any group with participants under the age of 18 years	Yes	Yes	Yes	Yes	Team Leader
18	Children and/or Youth team members or team members of any group with participants under the age of 18 years, including children's talk presenters	Yes	Yes	Yes	Yes	Team Member
19	Authorised/Licensed Lay Ministers (Ministry Licences Ordinance 2018)	Yes	Yes	Yes	Yes	Team Member
20	Worship Leadership: Service and Music Leaders, Preachers,	Yes	Yes	Yes	Yes	Nil
21	Worship/service support roles which are <b>highly visible</b> and are <b>regularly undertaken</b> .	Yes	No	No	Yes	Nil
22	Chaplains and Personal Ministry Workers/Pastoral Carers/Intercrossors engaged in planned and regular one on one ministry	Yes	Yes	Yes	Yes	Team Member
23	Small Group or other Parish Ministry Program Leaders	Yes	Yes	Yes	Yes	Nil
24	Incumbent's delegate for ChildSafe Coordinator Role	Yes	Yes	Yes	Yes	Coordinator
25	Designated Drivers of Children/vulnerable persons	Yes	Yes	Yes	Yes & National Police Check	Team Member
26	Participants in Parish-run or Parish-endorsed short-term mission	Yes	Yes	Yes	Yes	Team Member