



Safe Ministry Blueprint For Leaders In Adult Ministry

**Safe Ministry with Children
and Other Vulnerable People**

Safe Ministry Blueprints

Professional Standards Unit Anglican Church Diocese of Sydney

Introduction

The Anglican Church Diocese of Sydney wants its ministries to be characterised by grace and forgiveness, not rules and regulations; but the Bible is concerned that leaders have a particularly high standard in their personal life. Unfortunately, not all Christian workers have protected vulnerable people in the past. This policy has been developed so that as far as possible, such misconduct will not be committed in future in the context of our church ministries.

Contents

INTRODUCTION	2
1. COMMITMENT TO SAFE MINISTRY	4
2. GENERAL PRINCIPLES.....	4
3. SAFE MINISTRY FRAMEWORK.....	5
4. SELECTION AND SCREENING OF LEADERS	6
a. Role description	6
b. Application for ministry.....	6
c. Relevant screening procedures	7
d. Expectations of leaders.....	7
e. Support and accountability for leaders.....	8
5. GUIDELINES FOR MINISTRY ACTIVITIES WITH VULNERABLE ADULTS	10
a. Supervision/management of activities.....	10
b. Physical safety	11
c. Registration forms to obtain relevant information.....	11
d. Transportation.....	12
e. Communication.....	12
f. Online environments	16
g. Photographs and videos	17
h. Meeting outside programmed events.....	17
6. HANDLING DISCLOSURES OF ABUSE.....	18
7. REPORTING ADULT ABUSE AND SEXUAL MISCONDUCT	19
8. AFTER A REPORT IS MADE	21
9. FURTHER INFORMATION AND KEY DOCUMENTS.....	23
10. CONTACT DETAILS	24

The Safe Ministry Blueprint documents were prepared in 2015 by the Professional Standards Unit for the Safe Ministry Board with assistance from Anglican Youthworks. This suite of resources were updated in 2021 to reflect current changes in the Diocese and in relevant NSW Legislation. As a result of that revision, this document was also developed for Leaders in Adult Ministries.

1. Commitment to Safe Ministry

Ministry to vulnerable people is greatly significant to the life of the church. It is kingdom work, offering a service to the church family and to God himself which can bring great opportunities, but also carries significant responsibilities for the wellbeing of the people in our care. Leadership roles carry positional power so, if we as a church take the teaching and leadership of all people seriously, including those who are vulnerable, then we must do all we can using that power appropriately to provide an environment that is safe from any form of harm.

A vulnerable person may be described as one who is susceptible to harm due to a lack of resources including physical, emotional or social resources.

The vulnerability of some people in a ministry or congregation may not always be obvious or known to a leader. Vulnerable people may include people with disability, the elderly, people who are experiencing illness, a person who is in need of pastoral support due to adverse personal circumstances, people from different linguistic, cultural or community circumstances or those who have experienced abuse or neglect.

The more leaders are familiar with the church's safe ministry policies, the more able they will be to implement them and identify breaches when they occur.

If you have any concerns about the safety of people in ministry activities, please speak to the Senior Minister or the Safe Ministry Representative in your parish or contact the Professional Standards Unit (see contact details at the end of this document).

2. General Principles

Vulnerable people have rights

Everyone has the right to be protected, listened to and their particular needs addressed in all church activities.

Leaders are responsible

All those exercising a pastoral ministry in the church have responsibility for the safety and welfare of the people in their care.

Abuse is power misused

Leaders have authority because of their positional power. Abuse arises from the misuse of authority or power. Any form of abuse is always wrong.

3. Safe Ministry Framework

Safe ministry is underpinned by three basic principles:

- Appropriate leadership
- Best practices
- Safe environment

These principles provide a framework for safe ministry in our churches applying to all ministry contexts, including ministries with vulnerable adults.

The safe ministry framework is also reflected in the Child Safe Standards. These standards were recommended by the Royal Commission into Institutional Responses to Child Sexual Abuse based on its findings, extensive research and consultation about what makes organisations child safe.

The 10 Child Safe Standards in extract are as follows:

1. Child safety is embedded in organisational leadership, governance and culture
2. Children participate in decisions affecting them and are taken seriously
3. Families and communities are informed and involved
4. Equity is upheld and diverse needs are taken into account
5. People working with children are suitable and supported
6. Processes to respond to complaints of child abuse are child focused
7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training

8. Physical and online environments minimise the opportunity for abuse to occur
9. Implementation of the Child Safe Standards is continuously reviewed and improved
10. Policies and procedures document how the organisation is child safe

The Child Safe Standards inform our current safe ministry policies and practices and provide a framework for ongoing review and improvement. While these standards are aimed at developing child safe practices, the principles could also apply to ministries serving any vulnerable person - including adults - to develop a holistic culture of safety in our churches.

For more resources and information about the framework and the standards refer to <https://safeministry.training/resources>.

4. Selection and Screening of Leaders

Screening and selection processes help to decrease the opportunity for an inappropriate person to be in a leadership position, so it is important to consider the following things when appointing people to a leadership role.

It is also recommended that a volunteer is a member of a parish for at least 6 months before undertaking a leadership role in that parish. This provides time for a person's character and suitability for such a role to be observed.

a. Role description

A role description should be available for any paid or unpaid leadership positions. They should identify who a leader is responsible to, what they are responsible for and the expected length of time they will serve in the role.

Role descriptions should also outline requirements for the role, e.g., abiding by the prescribed code of conduct and any required training and screening processes for the role.

A sample Job Description can be found at <https://safeministry.org.au/resource-docs/>

b. Application for ministry

An application for ministry allows potential leaders to provide relevant information for a particular role, including any experience or qualifications they may have.

It also enables employers to obtain information that will help to assess a person's suitability for a leadership role, including relevant screening procedures.

A sample Volunteer Application form can be found at <https://safeministry.org.au/resource-docs/>

c. Relevant screening procedures

Screening procedures are a valuable source of information to assess a person's suitability for a particular role. We must ensure that anyone who is engaged in leadership has appropriate qualifications and completed relevant screening requirements. These may vary between roles (and some may be a legal requirement, e.g., NDIS Worker Check), however a basic screening procedure for any role is to check references provided in an application for ministry.

It is also helpful to ask questions that are specific to a person's role to ascertain their suitability for the position. For example, have they ever:

- had a person removed from their care by authorities on the grounds that the person was at risk of harm?
- had an apprehended violence order (or the like) issued against them?
- had authorisation to work with vulnerable people refused, suspended or withdrawn in Australia or another country?
- had allegations or accusations of abuse of a child or another person made against them?

d. Expectations of leaders

The code of conduct for a ministry provides expectations of appropriate conduct by leaders.

Faithfulness in Service is the prescribed code of conduct for clergy and church workers in the Anglican Diocese of Sydney. It is written to protect both the people in our churches, and

leaders from situations where their integrity or actions might be questioned.

Leaders should be provided with a copy of the code prior to being appointed to a role. They should agree to abide by the behaviour and practices outlined in it to ensure the safety of everyone in our churches.

A breach of the code of conduct may raise issues concerning a person's fitness to continue as a leader. Leaders are to inform the senior minister or the Safe Ministry Representative if they observe another leader acting in a way that may be contrary to the code.

A copy of Faithfulness in Service (2017) can be downloaded from <https://safeministry.org.au/faithfulness-in-service-code-of-conduct/>

e. Support and accountability for leaders

Once leaders have been appointed to a role, ongoing support and accountability is vital for the health and welfare of leaders and the ministry. This can include:

● Training

Safe Ministry training provides leaders with a basic awareness of how to provide a safe ministry to all vulnerable people and how to respond when a person is not safe or at risk of harm. The Diocesan *Safe Ministry to Children Ordinance 2020* requires that all clergy and church workers (paid or volunteers) undertaking ministry to children and youth, complete this training every three years. It is also beneficial training and relevant for those involved in ministry to other vulnerable people.

Safe Ministry training is the responsibility of the Professional Standards Unit. It is available online or through face-to-face events at various locations throughout the year.

For more information on safe ministry training go to <https://safeministry.training/>

● Supervision

Supervision is a vital component of effective and safe ministries, and the accountability that results from supervision is a valuable safeguard for leaders. Churches that provide supervision demonstrate their commitment to the ongoing support and development of leaders in their roles, as well as their commitment to safe ministry.

The components of healthy ministry supervision include:

- clear expectations and boundaries for leaders, e.g., a supervising leader offering formal and informal opportunities for feedback and discussion.
- adequate ministry support for leaders, e.g., identifying appropriate mentors.
- a commitment to develop leaders, e.g., on-the-job training, regular team meetings, a commitment by the church to finance leader training.

People who are in paid positions working in pastoral ministry or with vulnerable people might also consider having regular professional supervision with an appropriately qualified supervisor. Contact the PSU Chaplain for more information (<https://safeministry.org.au/contact/>)

● **Safe Ministry Requirements**

The more leaders are familiar with the church's safe ministry policies and expectations concerning the conduct and behaviour of leaders, the better able they will be to implement them and identify breaches when they occur. For this reason it can be helpful to ask leaders to specifically commit to, and even sign a document committing themselves to certain key safe ministry requirements. By committing to these practices we will protect both the vulnerable people in our churches, and leaders from situations where their integrity or actions might be questioned.

The following is an example of some key requirements that a church ought to expect its leaders to be willing to commit to:

A ministry leader **must**:

- Never abuse people nor cultivate relationships in order to initiate or hide abuse.
- Report to the appropriate authorities any behaviour that could be considered abusive. This includes speaking to the head ministry leader about behaviour by another leader.
- Never touch vulnerable people in a manner which is inappropriate given their age, gender, cultural background, context or personal circumstances. Where you are unsure about what is appropriate, speak to your head ministry leader first.
- Never physically discipline anyone in the course of their ministry.
- Never develop special relationships with particular vulnerable people that could be seen as involving favouritism or any form of special treatment.

- Never take unauthorised photos, movies or recordings of anyone, especially of a vulnerable person on church property or at church activities without church authorisation and the consent of the person or their guardian.
- Never view, possess, produce or distribute restricted material containing sexual acts or nudity; and never view possess, produce or distribute any form of child pornography or child exploitation material.

There are good reasons for committing to these practices. Those who seek to abuse others may use group-based activities in order to gain the trust of a vulnerable person. Having gained that trust, they may then engage in one-to-one activities that offer an opportunity for abuse to occur, including sexual abuse.

This is why it is best practice to have more than one adult leader present, or efforts made to limit the opportunity for any leader to engage in one-to-one activity with a vulnerable person away from the presence of other adults.

5. Guidelines for Ministry Activities with Vulnerable Adults

The guidelines that follow cover a wide array of issues for various ministry activities with vulnerable adults. Not all of the guidelines will be relevant to all programs, however consideration should be given as to what aspects of each guideline may apply to ensure a safe environment for anyone involved.

Two or More

It is desirable that there be two leaders aged 18 years or over present at ministry activities, particularly where vulnerable people are present.

Never Alone

Leaders should avoid being alone with a ministry participant during an activity, and should make sure, as far as possible, that other leaders are not left alone with ministry participants.

a. Supervision/management of activities

An important part of providing a safe environment is making sure there are enough leaders present to adequately supervise or manage the activities taking place.

The number of leaders required will vary according to the nature and environment of the activity, the age and ability of the group members and the size of the group. However, it is desirable that a minimum of 2 adult leaders are present at activities, particularly with vulnerable adults.

A leader should avoid being left alone with a vulnerable person.

When considering the total number of leaders that may be required at an event or activity, take into account:

- the age, number, ability and gender mix of the group members, and
- the venue, time, duration and nature of the activity.

The greater the risks in the activity, the more leaders that will be required. People with disability may also need different levels of support. In some circumstances a ratio of one leader for every four people may be required.

b. Physical safety

Ministry participants should be meeting in a physical environment that is safe and suitable for them. In particular, consider the suitability of the space, the safety of the physical environment, and the safety measures in place such as first aid resources and staffing.

A helpful checklist that covers the main areas of physical safety is contained in the Sydney Diocese – Parish Risk Management resource: Module 2, Building Environment. Speak to your church wardens or parish council for a copy of this list.

c. Registration forms to obtain relevant information

Ministry participants (or their guardians, where applicable) may be requested to complete a form in which they give details of:

- name, address and phone number,
- name and phone number of a contact person in an emergency situation,
- important medical information that is relevant to their care and safety in the ministry, e.g., allergies, disabilities, special diets, mental health needs or other safety needs,
- permission for leaders to obtain medical treatment in an emergency (where relevant).

A sample permission form is available at <https://safeministry.org.au/resource-docs>

d. Transportation

Leaders should avoid being alone with a ministry participant in a motor vehicle or driving them home unaccompanied from a programmed event. This is due to the power imbalance in the relationship between the leader and the vulnerable person.

If such a situation is unavoidable, the leader should inform another leader of the trip and the reason for it.

e. Communication

Leaders should take care that their communication with any person is appropriate and above reproach. This is particularly important when using electronic communication as it can easily be used to try to cultivate secretive or exclusive relationships, especially with those who are vulnerable.

However, electronic communications are a part of daily life for many people and a key way of engaging socially. New social media platforms and apps are being developed every day, and no one policy can hope to keep up with the ever-changing landscape. Rather than attempting to create a comprehensive policy for use in parishes, the following key principles can help to guide leaders in their communication with the people that they lead including any vulnerable adult.

TOP COMMUNICATION PRINCIPLES

1. ABOVE REPROACH

Communications should always be above reproach, both in terms of the content and the way it is communicated. Leaders should ask themselves: if this communication were to be

TOP COMMUNICATION PRINCIPLES

made known to all of church, would they consider it to be appropriate? Leaders ought to be sensitive to the impact of the words and images used, to avoid offence or miscommunication. They must never use flirtatious, sexually suggestive, explicit or offensive language or images. Leaders ought also to be conscious of how things might look. They should be careful that the circumstances of their communication do not suggest that their relationship with another person is inappropriate by, for example, communicating late at night. Even if a leader's motives are pure, misunderstandings can arise.

2. IN PERSON IS BEST

Face-to-face interactions are the best way to build relationships. Leaders should not use electronic communications for matters that are pastorally sensitive, emotionally charged or that require a back-and-forth conversation. In those cases, it's much better to have a conversation in person. If a person initiates a pastoral conversation with a leader using electronic communications, the leader should ask if they can talk about it the next time they meet in person.

3. BE TRANSPARENT

Be aware that those who wish to abuse others may try to cultivate secretive or exclusive relationships through electronic communications. That is why it is so important for leaders to be transparent in all communications. Leaders should aim to keep communications public and brief. Long or intense conversations by electronic means should be avoided. If a person initiates a conversation like that, leaders should consider how to redirect it to a more transparent forum or include other people in the conversation. That might mean talking face-to-face or including another leader in the communication with the person's permission. At the very least, the leader should let their ministry leader know so that nothing is going on in secret. Leaders should also keep any emails, text messages or conversation threads with ministry participants, in case an accusation is ever made or a misunderstanding arises.

4. AVOID INITIATING SOCIAL MEDIA FRIENDSHIPS

There is a power imbalance that exists between leaders and the people they are ministering to. That power imbalance might make it difficult for a ministry participant to say 'no' when a leader initiates a friendship on social media by, for example, sending a Facebook friend request or following them on Instagram. For that reason, it is best for a

TOP COMMUNICATION PRINCIPLES

leader not to initiate, though a leader might choose to accept if the person themselves initiates a friendship.

5. SAFETY IN NUMBERS

Wherever possible, leaders should communicate electronically with groups rather than individuals. The best practice when sending emails or text messages is to include multiple people or another leader in the message. When using social media for ministry purposes, closed groups should be used where possible (for example, Facebook).

6. BUILD UP THE CHURCH

When posting on social media, leaders should think carefully about the impact of what is being communicated on the entire church community (including children, youth and the vulnerable). It is important to remember that leaders are often seen as representing the church. Leaders ought to consider how they can build up the church community, and avoid being divisive, showing favouritism or making others feel excluded or inferior.

7. RESPECT OTHERS

Leaders should be careful to observe confidentiality and privacy in electronic communications, for example, not publishing the names, contact details or other personal information of people online.

8. BE TRUTHFUL

A leader should never hide their identity or pretend to be someone else. Electronic communications that seek to hide the identity of the sender or represent the sender as someone else should not be used in ministry in any circumstances.

9. KNOW THE DIGITAL TERRAIN

When using social media, leaders should be aware of and comply with the terms of use, age restrictions, privacy options and controls for each site prior to using it in ministry.

10. REPORTING ONLINE ABUSE

Laws regarding mandatory reporting of suspected abuse, neglect or exploitation of children and youth apply equally to the digital world. Criminal activities against adults should also be reported to the police.

TOP COMMUNICATION PRINCIPLES

AND FINALLY, USE COMMON SENSE!

There may be exceptional circumstances that arise from time to time, and common sense might dictate that a leader deviates from their usual practice when it comes to electronic communications. In those situations, leaders must be transparent and above reproach and, where possible, should seek advice from their ministry leader.

Recommendations about the sort of contact that is likely to be appropriate with vulnerable adults:

Type of contact	Vulnerable adults
Phone calls	Reasonable phone contact can be made for ministry purposes but long conversations to be avoided.
Text messages	Use for logistical purposes and encouragement.
Email	Use for logistical purposes and encouragement.
Social Media (Facebook, Instagram, etc)	Use discretion and keep in mind the key principles above.
Video calls/ conferencing	Preferable to meet online in a group setting, not one-to- one.

f. Online environments

Just as we do with physical gatherings we must ensure that online environments are safe and minimise the opportunity for misconduct or abuse to occur.

Many of the principles that govern how we conduct safe ministry face-to-face will apply to the online world as well, however there are some specific things to bear in mind.

Maximise transparency

- Leaders should only communicate with ministry participants online at the regularly programmed times, e.g., Tuesday night bible study.
- Communicate expectations and protocols about online interactions and meetings to those in the group, including how leaders are to interact with them.

Social Media

- Group members should be directed to the **church's official social media account** (not the individual leader's personal account).
- The official account should be administered by two or more leaders, ideally at least one of each gender, to ensure greater transparency in communication and to moderate the content.
- Do not use social media platforms that delete posts, messages, images or comments or that allow for anonymity.

Video Conferencing

- Video conferencing meetings should be run on **church owned accounts** (not the individual leader's personal account).
- When meetings are run online through video conferencing platforms the same principles that apply to safe ministry in person will largely apply online. Two or more leaders should be present during the meeting or it should be a group meeting together. Where that is not possible the meeting should be recorded.

For more detailed [guidelines](https://safeministry.org.au) go to <https://safeministry.org.au>

g. Photographs and videos

Leaders should not take photos of ministry participants without their consent and should only use photos in accordance with the purposes for which that consent was given.

Photos should focus on groups rather than individuals.

Do not identify in writing the people in the photograph, e.g., tagging on social media.

Embarrassing or offensive photos or videos must not be either taken or shared.

Permission must be sought before posting photographs or videos online. Privacy is of utmost importance and care should be taken to protect anyone's personal information being displayed on a social networking site or church website.

Generally, videos should only be used to showcase or advertise ministry-related events and activities.

When video of services or activities are distributed or streamed on the web or via other broadcast media, signs should be posted that indicate the service is being or will be broadcast.

If you engage a volunteer to take official photographs at a church event it should be clearly stated in writing the role and tasks of the photographer and that in undertaking these tasks the photographer assigns the rights of copyright in the photos to the wardens and minister to hold on behalf of the parish. This will prevent the photographs from being used in other publications and contexts without proper consent.

h. Meeting outside programmed events

Leaders may choose to meet casually with adults from their ministry in mixed groups or in one-to-one meetings with members of the same gender. It is recommended that meetings occur in a public place and others, such as the supervisor of the ministry, be made aware of this contact outside of programmed events, including the location, duration and reason for the meeting.

6. Handling Disclosures of Abuse

Leaders have a responsibility to look after all people under their care to the best of their ability. This includes responding to a disclosure of abuse or harm in an appropriate way.

If an adult discloses abuse to someone, that person should:

- listen to their story,
- comfort the adult if they are distressed,
- reassure the adult that they did the right thing, and
- let the adult know they are there to help.

Bear in mind that what may seem incredible could be true. Offenders may be cunning, secret and not immediately or obviously identifiable.

As soon as possible after the disclosure, the person to whom the disclosure was made should:

- a. write down the details of what was said, and
- b. report the information to the appropriate authorities.

A written record of what was disclosed should include details such as:

- » *Who made the disclosure*
- » *Date, time and place of the disclosure*
- » *What the adult disclosing said and any grounds for forming the belief that the abuse has occurred*
- » *What was said by the person to whom the disclosure was made*

The person to whom the disclosure was made should keep to the facts about what was said and refrain from expressing their opinion. This document must be signed and dated and kept in a secure place as it could be subpoenaed in court proceedings.

There is a sample reporting form available at <https://safeministry.org.au/resource-docs/>

For information about safe storage of documents go to <https://safeministry.org.au/safe-ministry-records/>

7. Reporting Adult Abuse and Sexual Misconduct

Anyone who suspects that a church worker is engaging in sexual misconduct, abusive behaviour towards another adult or conduct that constitutes a serious breach of Faithfulness in Service should report it to the appropriate authorities. Similarly, any criminal conduct or threat of harm should be reported.

Confidentiality

Any suspicion, knowledge or disclosure of abuse must be treated with the utmost confidentiality. Apart from reporting it to the relevant authorities, the information must not ordinarily be shared with anyone else.

The person to whom a disclosure is made should not undertake an investigation and should not disclose the allegations to the alleged offender at this initial stage.

For details of who to report to, refer to the table over the page.

REPORTING SUSPECTED ADULT ABUSE AND DISCLOSURES

Issue or concern	Report to:
Abuse of an adult by a church worker**	<p>Senior minister*</p> <p>Police – where a criminal offence has been committed (e.g., sexual assault).</p> <p>If no criminal offence has been committed or the victim does not want it reported contact the Abuse Report Line for further assistance.</p> <p>Anglican Abuse Report line (PSU) (1800 774 945)</p>
Criminal conduct	<p>Police</p> <p>Professional Standards Unit (regarding a church worker)**</p>
Threat of harm to self or others	<p>Police, Ambulance (000)</p> <p>Mental health service (1800 011 511) (as required)</p>
Other unacceptable conduct by a church worker** (refer to the code of conduct)	<p>Ministry team leader</p> <p>Senior minister*</p>

Contact the Professional Standards Unit if you are unsure of what to do in any circumstance or if you are concerned that making a report would put a person's safety in jeopardy or where an allegation is regarding the senior minister.

In an emergency call 000.

**Do not report to the senior minister if the allegation is regarding the senior minister*

***A church worker includes a minister, any ministry volunteer or leader (e.g., Sunday school teacher, youth group leader, SRE teacher, bible study leader, organist, etc.), warden, parish councillor, parish Synod representative.*

8. After a Report is made

Confidentiality

Any suspicion, knowledge or disclosure of abuse must be treated with the utmost confidentiality. Apart from reporting it to the relevant authorities, the information must not ordinarily be shared with anyone else.

Investigations by the relevant authority

The church or the leader's responsibility is to report any suspicion, knowledge or disclosure of abuse to the relevant authority. It is the responsibility of the relevant authority to carry out any investigation that may be required.

In some cases, a report will lead to an investigation by the Police or the Department of Communities and Justice or the Professional Standards Unit and the matter will be taken out of the hands of the parish. In other cases, there may be no action taken by the relevant authority (for example, because the complainant does not want to go through a criminal trial) and the parish will need to determine its response to the matter. In both cases, the Professional Standards Unit should always be consulted on how to proceed. For example, to consider if and when to disclose the allegation/report to the alleged offender.

Pastoral care

A victim of abuse may require immediate specialist counselling or other support. When a report is made to the Professional Standards Unit, the Professional Standards Unit Chaplain can provide advice on care for victims and their families. Victims often need ongoing contact and support, and the senior minister should ensure that an appropriate person is appointed to follow up with them. Other members of the parish may also need specialist support. Trained Parish Support Teams are available to assist through the Professional Standards Unit.

If a leader informs the senior minister that an adult has disclosed abuse to them, the senior minister should make sure that the above steps are taken with respect to the handling of the disclosure and reporting the abuse. He should also ensure that the leader is appropriately cared for and supported. The leader may need to debrief about how the experience has affected them.

Pastoral Care and Assistance Scheme

A person who has experienced sexual abuse from a leader in the parish context in the Sydney Diocese may be able to access assistance through the Pastoral Care and Assistance Scheme.

The Diocese is committed to responding appropriately to allegations of child abuse or sexual misconduct by any church worker. Persons making allegations of child abuse or sexual misconduct are entitled to a compassionate and timely response. The Pastoral Care and Assistance Scheme is designed to enable those who have suffered abuse in the church context to receive appropriate pastoral care and financial assistance.

Further information is provided in the Pastoral Care and Assistance Scheme booklets available from the Professional Standards Unit (<https://safeministry.org.au/pastoral-care-and-assistance-scheme/>). Alternatively, the person may contact the Anglican Abuse Report Line (1800 774 945).

9. Further Information and Key Documents

If you have any questions or require any further information, please speak with the Senior Minister or the Safe Ministry Representative in your parish.

Other helpful resources and information can be found in the following locations:

Safe Ministry Blueprint documents

- *Safe Ministry Blueprint for Churches*
- *Safe Ministry Blueprint for Parents and Church Members*

These documents are accessible from <https://safeministry.org.au/blueprints/>

Faithfulness in Service, 2017

This document is accessible from <https://safeministry.org.au/faithfulness-in-service-code-of-conduct/>

Safe Ministry resources

- <https://safeministry.org.au/resource-docs/>
- <https://safeministry.org.au/safe-ministry-training/>
- <https://safeministry.org.au/pastoral-care-and-assistance-scheme/>

10. Contact Details

Professional Standards Unit

Website: <https://safeministry.org.au>

Director of the Professional Standards Unit

Phone: (02) 9265 1514

Email: psu@sydney.anglican.asn.au

Anglican Abuse Report Line

Phone: 1800 774 945

Email: abusereport@sydney.anglican.asn.au