

Pathways Victoria

Pathways and Safeguarding Unit
Webinar
8 March 2023



Acknowledgement of Country

ALWAYS WAS, ALWAYS WILL BE
WURUNDJERI
COUNTRY

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KNOW
YOUR
COUNTRY

Acknowledgement of victim-survivors

Development and History of Pathways

A decorative graphic consisting of overlapping, curved shapes in various shades of teal, located in the bottom right corner of the slide.

**Royal Commission
Into Institutional
Child Sexual Abuse**

**Victorian
Parliamentary
Inquiry - Betrayal of
Trust Report**

**Victim - Survivor Lived
Experience**

**National Catholic
Safeguarding
Standards**

**Trauma Informed
Care and Practice
Framework**

**Child Safe Standards
Legislation**

**Pastoral/Spiritual
Response**

**The National
Response Protocol**

**The National
Response Protocol**

**The Melbourne
Response**

Towards Healing

Pathways Response Victoria Ltd

Governance and Organisational Structure of Pathways

Participation in Pathways Victoria is open to Victorian dioceses and members of Catholic Religious Australia. The initial Members of the entity are the Victorian diocesan bishops.

Members

Archbishop of Melbourne
Bishop of Sale
Bishop of Sandhurst
Bishop of Ballarat

Board Of Directors

Office

Operations are led by the CEO who has responsibility for the strategic, financial, HR and stakeholder management.

The Response & Resolution Director facilitates victim-survivors through the model.

The Care Coordinator facilitates external therapeutic supports and acts as one point of contact to the victim-survivor and their supports.

CEO

Stephanie McShane

Response and Resolution Director
Stephanie Thirlwall

Accounts and Practice Manager
Vacant

Complex Care Coordinator
Bronwyn Behan

Independent Committee/Panel Members

The three committees and panels support independent decision making.

This ensures no decision rests with one person.

The Members have a varied background from policing, criminology, legal, mental health and safeguarding

Complaints Committee

Assessment Panel

Resolution Panel

Scope of the Pathways Model

Participating Church Authority

- Archdiocese of Melbourne
- Diocese of Ballarat
- Diocese of Sandhurst
- Diocese of Sale

Personnel

- a member of the clergy
- a member of a religious institute
- a lay pastoral minister
- a seminarian or ordinand
- a Church employee, office holder or volunteer
- any of the above who are deceased.

Misconduct

- Sexual abuse of children or adults at risk
- Neglect or maltreatment, and physical or psychological abuse of children or adults at risk causing significant physical or psychological harm
- other acts of a sexual nature which may be an offence under Victorian legislation, except for acts of a lay employee in their workplace
- adult sexual misconduct
- sexual misconduct, such as grooming or possessing child pornography, as defined in the Crimes Act 1958 (Vic)
- Inappropriate or unreasonable acts or omissions of Church personnel who had knowledge of conduct of another Church person involving child abuse





- Already received a payment via the Melbourne Response or Towards Healing
- Received a previous Melbourne Response or Towards Healing determination where the allegation was not upheld
- Received payment, or have a current claim in the National Redress Scheme
- Made a claim for civil damages against a church authority whether proceedings are commenced or threatened
- Executed a valid Deed of Release with any Church Authority

Overview of the Pathways Model

STEP 1: Engagement

- Connection with Care Coordinator
- Support to Disclose
- Care Coordination and assessment of needs

STEP 1A:
Initial Engagement

STEP 1B:
Case Work

STEP 1C:
Care Coordination

STEP 2: Response

- Disclosure
- Assessment of Risk
- Reporting Obligations
- Investigation
- Outcome

STEP 2A:
Receiving an
Allegation - Disclosure

STEP 2D:
Refer to Complaints
Committee

STEP 2E:
Investigate

STEP 2B:
Assessment of Risk

STEP 2C:
Assessment of
Reporting Obligations

STEP 2F:
Refer to Assessment
Panel

STEP 2G:
Communicate
Outcome

STEP 3: Resolution

- Resolution options
- Acknowledgement and apology
- Support

STEP 3A:
Engaging
Resolution

STEP 3B:
Victim Impact
Statement

STEP 3D:
Mediation

STEP 3C:
Medical/Psychological
Assessment

STEP 3E: Adjudication
Process through the
Resolution Panel

STEP 3F:
Acknowledgement and
Apology

STEP 1:

ENGAGEMENT

Step 1a

Initial engagement

Step 1b

Case Work

- Navigating the Pathways Steps
- Providing information
- Facilitating meetings
- Providing for travel/ accommodation needs

Case Work

Health and Wellbeing

- Assessing of immediate needs when clinically identified
- Coordinating external professional supports including reviews
- Providing psychosocial supports and connections to external agencies such as housing
 - Complementary Therapies
 - Psychological Therapies

Social Support

Secondary Supports

Liaising with personalsupports and family members

- Facilitating outreach
- Facilitating Befriending
- Connecting with external survivor groups

Step 1c

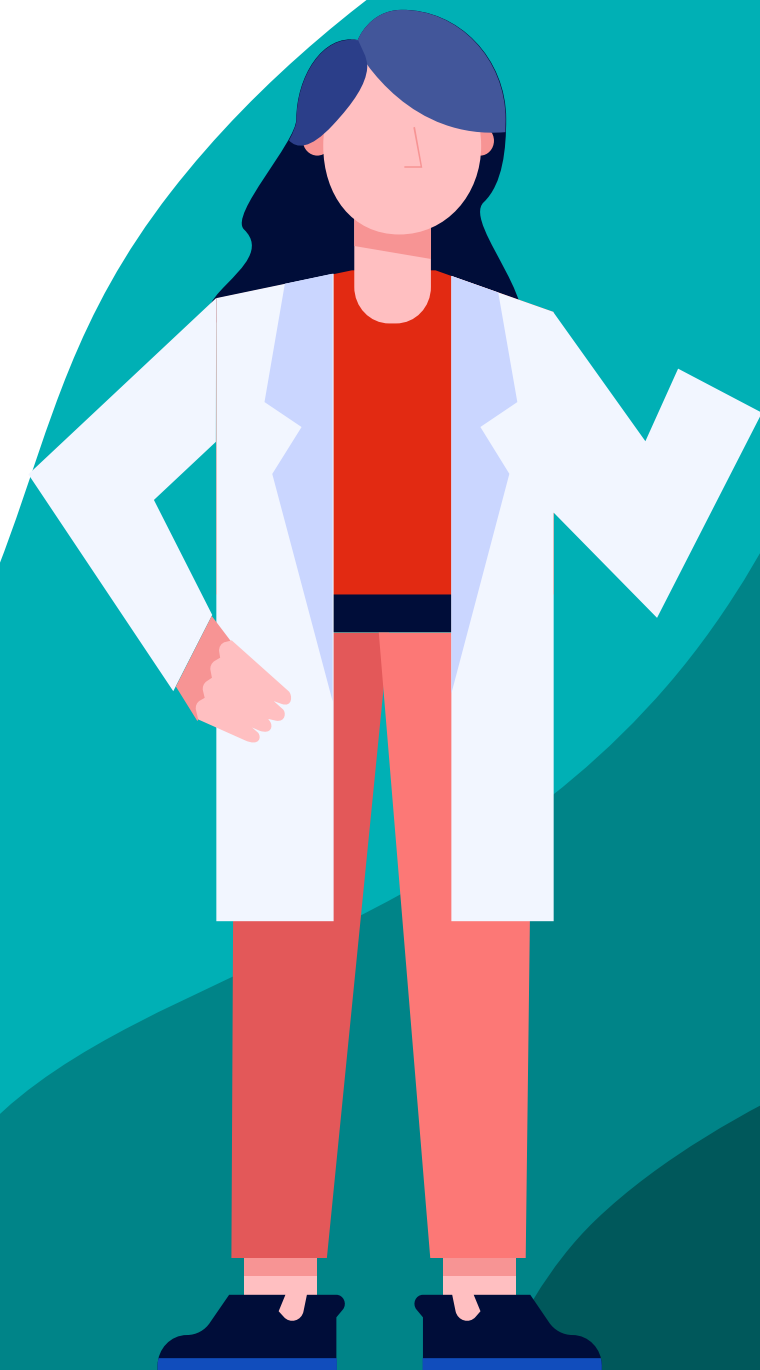
Care Coordination



Trauma Informed Care Practice

Key principles

- Safety – provide physically safe and emotionally safe environment
- Collaboration – discuss options with survivors to ensure collaborative decision making
- Empowerment – refer survivors to trauma-specific services if and as required
- Choice – maximising survivor self-determination and decision making at all stages of care and support process
- Trust – provide culturally safe and gender-sensitive service



STEP 2:

RESPONSE

Step 2a

Receiving an allegation: Disclosure

Step 2b

Assessment of Risk

Step 2c

Assessment of reporting obligations

Step 2d

Refer to Complaints Committee

Step 2e

Investigate

Step 2f

Refer to Assessment Panel

Step 2g

Communicate outcome

STEP 3:

RESOLUTION (if eligible)

Step 3a

Engaging resolution

Step 3b

Victim impact statement

Step 3c

Medical/Psychological Assessment

Step 3d

Mediation

Or

Step 3e

Adjudication by the
Resolution Panel

Step 3f

Acknowledgment and Apology

The Commission for Children and Young People



The Reportable Conduct Scheme

REPORTABLE CONDUCT SCHEME INVESTIGATIONS

In addition to assisting victim-survivors through the Pathways model, on behalf of the Archdiocese, Pathways is also managing the more serious Reportable Conduct Scheme reporting and investigations.

Reportable Conduct Scheme Allegations that fall within the scope of Pathways (participating church authority + personnel + misconduct) will be managed by Pathways.



Questions?



Get in Touch!

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Trustworthiness and Transparency

Trust that is broken takes time to rebuild.

Pathways will provide clear and transparent information to survivors about the process and collaboratively work together to understand their needs and how we can assist.

Decisions are made with the goal of building and maintaining trust.

Safety

Pathways will take great care to individualise its practice to the survivor by understanding their needs.

Pathways will seek to understand what makes a safe environment for each survivor's experience, given the context of their abuse.

Safety also relates to relationships, the experience of authority figures and psychological wellbeing.

Empowerment, Voice and Choice

Pathways will seek to find opportunities for survivor voices to be heard in a variety of ways by:

Integrating those with a lived experience of abuse into each level of Pathways from the Board, Advisory Panel, Staffing and other areas identified.

Providing space for survivors to share their experience or voice through its website, newsletters, meetings and other avenues.

Collaboration and mutuality

Pathways will seek to level power differences between staff and survivors and among organisational staff to support shared decision-making.

Pathways will seek to find ways to work in collaboration with survivors and their supports.

Cultural, historical and gender issues

Pathways will take great care to customise its practice to each survivor by responding to their particular needs.

Staff are expected to abide by the Pathways Code of Conduct and additionally, attend external training to assist them in recognising these factors, how it impacts those who have suffered abuse and to be aware of their own biases.

Peer Support

Pathways acknowledge that abuse can be an extremely isolating experience and will provide opportunities for peer support which can help break down this isolation and create pathways for understanding and healing. It will do this through:

- Regular peer meetings
- Engagement with external victims and advocacy groups
- Support through Care Coordination services to access professional practitioners

