



PROFESSIONAL SUPERVISION POLICY

Version 1.1, 30 March 2022

What is Professional Supervision?

1. Professional Supervision is a relationship which provides a planned, regular and safe place where practitioners can discuss and reflect upon events and issues relating to their practice with the goal of promoting better practice and support for the practitioner. In the context of the Anglican Diocese of Armidale, the practitioners are the licensed stipendiary clergy of the diocese, and the discussion and reflection is to be from pastoral, theological, other person and interactional viewpoints.

Background to Professional Supervision in the Anglican Diocese of Armidale

2. The Royal Commission into Institutional Responses to Child Sexual Abuse made the following recommendations with respect to Professional Supervision:

Recommendation 16.45

Consistent with Child Safe Standard 5, each religious institution should ensure that all people in religious or pastoral ministry, including religious leaders, have professional supervision with a trained professional or pastoral supervisor who has a degree of independence from the institution within which the person is in ministry.

Recommendation 16.5

The Anglican Church of Australia should develop, and each diocese should implement, mandatory national standards to ensure that all people in religious or pastoral ministry (bishops, clergy, religious and lay personnel):

- a. Undertake mandatory, regular professional development, compulsory components being professional responsibility and boundaries, ethics in ministry and child safety*
 - b. Undertake mandatory professional/pastoral supervision*
 - c. Undergo regular performance appraisals.*
3. On 20 November 2021, the Synod of the Armidale Diocese passed the following motion:

That this Synod adopts the report to this Synod on Professional Supervision and authorizes the establishment of Professional Supervision for the licenced stipendiary clergy of the Armidale

Diocese in a slow start up model with a view to having all licenced stipendiary clergy in Professional Supervision by February 2023.

Further to this, that a Professional Supervision administrator be appointed and authorized to:

- a. Create, in conjunction with Diocesan Council, a Policy statement for Professional Supervision in the Armidale Diocese;*
 - b. Establish a register of suitably qualified and approved Professional Supervisors from which clergy can find an appropriate Professional Supervisor;*
 - c. Establish a system of administration which tracks the participation of the licenced stipendiary clergy of the Armidale Diocese in Professional Supervision and the reporting from Supervisors; and*
 - d. Conduct a review 24 months after the programme is established.*
4. On 30 November 2021, Diocesan Council appointed the Ven. Simon Waller to be the Professional Supervision Administrator for the diocese.

The goals of the Professional Supervision programme in the Anglican Diocese of Armidale

5. The goals of the Professional Supervision programme are:
- a. To enhance the well-being and health of clergy
 - b. To enhance self-care among the clergy
 - c. To promote the development and competence of clergy in their professional role
 - d. To assist clergy to minimise the risk of burnout and to achieve a healthy work/life balance
 - e. To provide a safe, supportive and independent environment for clergy to debrief on ministry experiences and reflect on professional practice
 - f. To encourage clergy to be continually challenged to learn, and to develop their practice of ministry in the context of their Christian faith
 - g. To assist clergy to establish appropriate boundaries in providing care for parishioners
 - h. To contribute to an open, honest and supportive internal culture within the Diocese
 - i. To form part of the Church's response to heightened community expectations for greater transparency, accountability, and professionalism in all its practices.

The appointment of Professional Supervisors

6. Professional Supervisors may be appointed to the Diocesan Register by the Professional Supervision Administrator after they have been nominated for inclusion on the Register by the Professional Supervision Administrator to the Bishop and the Bishop has ratified their nomination. The Bishop has the right to maintain the Register of Professional Supervisors.

Qualifications of Professional Supervisors

7. To be eligible to be included on the Diocesan Register of Professional Supervisors, a Professional Supervisor must:

- a. Be a current and active member of a relevant Professional Body with accreditation as a Supervisor, and therefore in supervision and ongoing professional development themselves and participating in Professional Development as determined by their accreditation body
 - b. Have the qualifications, experience, skill and disposition appropriate to participate in the diocesan Professional Supervision Programme
 - c. Demonstrate a high level of understanding of the role of the supervisor, its complexities and its challenges
 - d. Hold all appropriate forms of insurance including professional indemnity and public liability insurance and understand that the Diocese does not provide any form of insurance for professional supervisors on the Diocesan Register
 - e. Acknowledge and support the distinctively Christian nature of the ministry of those who may be called upon to supervise within this programme
 - f. Be aware of the mission and vision of the Diocese of Armidale
 - g. Be familiar with the *Faithfulness in Service* code of conduct for ministry workers in the Armidale Diocese.
8. The Professional Supervision Administrator may make appointments to the Diocesan Register of Professional Supervisors that do not fulfil all the requirements of Section 7 if he or she has been given specific authorisation by the Bishop to do so.

The Conduct of Professional Supervision

9. Professional Supervisors shall:
- a. Offer a supervision framework that is consistent with the goals of the Anglican Diocese of Armidale Professional Supervision Programme
 - b. Ensure that they do not have any dual relationship with their supervisees (including pastoral, worshipping or other working relationship). Any real or potential conflict of interest must be disclosed immediately to the Professional Supervision Administrator
 - c. Where appropriate, make use of *Faithfulness in Service* in helping clergy to reflect on their practice
 - d. Maintain strict confidentiality of all interactions with the supervisee, in compliance with and subject to legal and professional requirements.
 - e. Encourage their supervisees within this programme to be involved in ongoing learning and ministry development
 - f. Challenge their supervisees within this programme to reflect on their approaches to ministry in specific situations and, where appropriate, offer alternative ministry strategies
 - g. Ensure that the issues that are considered within their Professional Supervision sessions in this programme fit within the scope of Professional Supervision. If matters arise that are outside of this scope, they should refer as appropriate
10. Supervisees shall:

- a. Understand that the standards outlined in *Faithfulness in Service* are those that they are required to uphold in their ministry and form the background to the supervision sessions
- b. Be open to engaging in new ways of dealing with ministry experiences
- c. Be committed to ongoing learning and ministry development
- d. Be open to consulting with their Professional Supervisor regarding urgent matters of concern between sessions

The Administration of Professional Supervision

11. Professional Supervisors shall:

- a. Provide the Anglican Diocese of Armidale with a short description of their professional qualifications and approach to Professional Supervision which would be made available to prospective supervisees
- b. Provide an invoice to the Anglican Diocese of Armidale following each supervision session.
- c. Provide the Armidale Diocesan Professional Supervision Administrator at the end of each calendar year with a summary of how many professional supervision sessions individuals within the Armidale programme attended with them over the previous twelve months.

12. Contact details are as follows:

Anglican Diocese of Armidale:

The Registrar

registrar@armidaleanglicandiocese.com

PO Box 198 Armidale NSW 2350

Tel: 02 6772 4491

Professional Supervision Administrator:

The Ven. Simon Waller

vicar@gunnedahanglican.org.au

32 Elgin Street Gunnedah NSW 2380

Tel: 02 6742 0038

13. Licenced stipendiary clergy in the Armidale Diocese shall:

- a. Select a Professional Supervisor from the Diocesan Register or submit for approval another person that they believe would be suitable to be a Professional Supervisors within the Anglican Diocese of Armidale Professional Supervision Programme. In the interests of maintaining appropriate professional boundaries, a proposed Professional Supervisor shall not be a licenced stipendiary Anglican clergyperson from within the Armidale Diocese.
- b. Enter into a contract for Professional Supervision which would include a minimum of 8 individual sessions of Professional Supervision per calendar year.

14. The initial rate billable to the Diocese for Professional Supervision shall be up to \$190 per one hour session.

15. The maximum diocesan rate for Professional Supervision shall be reviewed annually by Diocesan Council at its May meeting.
16. The Diocese will bear fifty per cent of the cost of up to ten sessions of Professional Supervision per calendar year for each Licenced Stipendiary clergyperson being supervised within this programme. The remainder of the cost will be passed on to the appropriate parish or ministry centre. If a clergyperson wishes to undertake more than ten sessions of Professional Supervision within a calendar year, this should only be done after consultation with and approval by the relevant parish or ministry centre.
17. Other church ministry workers not covered by this policy may choose to be involved in Professional Supervision as described in this policy. However the Diocese will not be involved in the administration or payment for such sessions.
18. This policy is to be reviewed at the February/March meeting of Diocesan Council 2024.