

EDU Minister's Meeting

Date:	18 June 2018
Agenda item:	7a
SET member:	Meg Brighton
Division/Branch:	DDG / Student Engagement
Clearance:	ED SDD

Description:
National School Chaplaincy Programme
<ul style="list-style-type: none"> • On 8 May as part of the 2018-2019 Budget, the Australian Government announced the continued funding of the National School Chaplaincy Programme from 2019-2022 with a total financial commitment of \$247 million. The renewed Programme includes a requirement for chaplains to undertake professional development in responding to instances of bullying and cyberbullying. • There are 42 ACT schools participating in the current Programme, comprising of 22 Public, Catholic and Independent schools. • Schools receive a chaplaincy grant of \$20,000 per annum (GST exclusive) allocated through an application process convened by a Cross Sector Panel chaired by EDU and comprised of representatives from the Catholic Education Office and the Association of Independent Schools of the ACT. • The National and ACT Branch of the Australian Education Union (AEU) and the ACT Council of Parents and Citizens Associations (ACT P&C) have previously voiced concerns about the Chaplaincy Programme. • The AEU was concerned that the ACT Government needed to preserve the secular nature/ traditions of public schooling and that funding should be invested in wellbeing programs more broadly. • The ACT P&C position was that more school counsellors, not chaplains were needed. • Feedback provided by schools through an annual reporting process indicated that Chaplains employed under the Programme are valuable members of school wellbeing teams. • No complaints have been reported regarding the 2015-2018 Programme in the ACT. • Senator the Hon Simon Birmingham, Minister for Education and Training, will write to his state and territory counterparts regarding the renewal of the NSCP in the coming weeks.

- The new National Project Agreement must be enacted by 31 December 2018 to enable payments to be made in time for the 2019 school year.
- Sufficient time must be allowed for schools to consult with their school community to consider their school's application and allow schools or funding recipients to recruit chaplains.
- If participating in the 2019-2022 Programme, EDU proposes to coordinate an application process in consultation with a Cross Sector Panel in early Term 4, 2018. This timeline will be contingent on the signing of the Project Agreement with the Australian Government.
- A number of schools that currently don't receive funding have communicated their interest to EDU in applying for NSCP funds after the recent budget announcement.
- The current allocation for funding is \$840,000 of programme funds and an administration component of \$28,146.
- A brief has been prepared (MIN 18 513) to provide greater detail on the Programme and to seek direction regarding participation in the 2019-2022 Programme.

Background

- A number of ACT schools both public and non-government have participated in the NSCP since it was established in 2007.
- Various iterations have evolved over time with the inclusion of school welfare workers as well as chaplains, and changes to minimum qualification requirements.
- In June 2014 the High Court of Australia found Australian Government payments directly to chaplaincy providers was unconstitutional.
- In August 2014 the ACT Government was invited to participate in the Coalition Government's National School Chaplaincy Programme 2015-2018 (\$243 million over four years).
- The key difference between the previous chaplaincy programmes and the 2015-2018 Programme was payments were directly paid to states and territories to administer and it allowed for the participation of only chaplains, not student welfare officers.
- The ACT Minister of Education during this time, Ms Joy Burch MLA, attempted to negotiate with the Australian Government to include student welfare officers as part of the support in the Programme but was unsuccessful.
- The ACT Government accepted the Australian Government funds to continue the Programme for four years from 2015-2018. The ACT Government is responsible for administering both the programme and funds under the 2015-2018 four-year Project Agreement with the Australian Government.

From: [Abbott, Janet](#)
To: [Seton, Sam](#)
Cc: [Berjaoui, Leila](#); [Godwin, Rose](#); [Sant'Ana, Laura](#); [Hawkins, Ross](#); [Brighton, Meg](#); [McGarvey, Caitlin](#); [Hucker, Penelope](#); [EDUMCR](#)
Subject: REQUEST: MIN18/513 School Chaplains [SEC=UNCLASSIFIED]
Date: Tuesday, 19 June 2018 9:43:00 AM

Good morning

During MINSET on 18 June 2018 Minister Berry requested this brief include advice on where current Chaplains are employed, how many there are and specific engagement advice given.

TRIM has been updated with this request in MIN18/513.

Many thanks

Janet

Janet Abbott | Education Directorate Liaison Officer

P 02 6205 0291 | **Email:** EduDLO@act.gov.au

Office of Yvette Berry MLA, Minister for Education and Early Childhood Development



MINISTERIAL BRIEF

UNCLASSIFIED

To: Minister for Education and Early Childhood Development

TRIM No: MIN 18/513

CC:

From: Deputy Director-General

Date:

Subject: 2019-2022 National School Chaplaincy Programme (NSCP)

Critical Date: 30 August 2018

Critical Reason: To ensure adequate preparation time prior to application process.

Purpose: To inform you of the renewed National School Chaplaincy Programme (NSCP) and seek your direction in relation to future participation in the 2019-2022 Programme.

Recommendations

That you:

- 1. Provide feedback on your preferred approach regarding participation in the 2019-2022 National School Chaplaincy Programme.

Noted / Please Discuss

Yvette Berry MLA

23/08/18

Minister's Office Feedback

Background

- 1. A number of ACT schools both government and non-government, have participated in the NSCP since it was established in 2007.
2. There are 42 ACT schools participating in the current Programme, comprising of 22 Public, Catholic and Independent schools.

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3. There are 19 chaplains currently working in public schools. Three public schools are in the process of recruiting a chaplain.
4. Chaplains work as a part of the school's wellbeing teams.
5. Each school's approach to student wellbeing is developed in response to the needs of their school community. Wellbeing teams in secondary schools may include pastoral care/ wellbeing coordinators (usually a school leader C), School Psychologist, Youth Worker, and at some high schools, a school youth health nurse.

Evolution of the Programme:

6. The NSCP was introduced by the Howard Coalition Government as a voluntary programme assisting school communities to support the spiritual, social, and emotional wellbeing of their students. This included support and guidance about ethics, values, relationships and spirituality; the provision of pastoral care; and enhancing engagement with the broader community.
7. Various iterations of the Programme have evolved over time with the inclusion of school welfare workers as well as chaplains, and changes to minimum qualification requirements.
8. In June 2014 the High Court of Australia found Australian Government payments directly to chaplaincy providers was unconstitutional.
9. In August 2014 the ACT Government was invited to participate in the Coalition Government's National School Chaplaincy Programme (\$243 million over four years). The key difference between the previous chaplaincy Programme and the new National School Chaplaincy Programme 2015-2018 was payments were directly paid to states and territories to administer and it allowed for the participation of only chaplains, not student welfare officers.
10. The ACT Minister of Education during this time, Ms Joy Burch MLA, attempted to negotiate with the Australian Government to include student welfare officers as part of the support in the Programme but was unsuccessful.
11. The ACT Government accepted the Australian Government funds to continue the Programme for four years from 2015-2018. The ACT Government is responsible for administering both the Programme and funds under the 2015-2018 four-year Project Agreement with the Australian Government.

Grant Administration

12. Schools receive a chaplaincy grant of \$20,000 per annum (GST exclusive) allocated through an application process convened by a Cross Sector Panel chaired by the Education Directorate (EDU) and comprised of representatives from the Catholic Education Office and the ACT Association of Independent Schools.
13. Some independent schools receive the funding directly and others nominate a chaplaincy provider as the funding recipient to recruit, train and employ chaplains. All ACT Public Schools participating in the NSCP have nominated a chaplaincy provider as the funding recipient.
14. Chaplaincy providers include: Scripture Union QLD (trading as Chaplaincy ACT), Fusion, the Canberra Christian Community and Young Life. A list of schools and their nominated funding recipients is at Attachment A.

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Requirements of the Chaplain's Employment Contract

15. Chaplains must sign a code of conduct that outlines the behaviours and expectations of chaplains delivering services under the ACT NCSP. This includes adherence with relevant policy and legislation including child safety, privacy, confidentiality and observation of requirements set out in the ACT NCSP Guidelines.
16. The code of conduct must be signed by the school chaplain and submitted to EDU before the school chaplain commences any chaplaincy services under the ACT NCSP. A copy of the code of conduct is at Attachment B.
17. In ACT Public Schools, chaplains are employed through a chaplaincy provider under an employment agreement. Providers include information about the requirements of ACT NCSP Guidelines in the job description and employment contracts for chaplains including the requirement that chaplains must not proselytise.
18. The NSCP Guidelines requires chaplaincy providers and schools to develop a service agreement which includes roles and responsibilities to ensure funding recipients and school principals work collaboratively under the Programme.
19. The Directorate monitors adherence to the ACT NSCP Guidelines through annual progress reports, financial acquittals, face to face, email and phone communication with schools and providers.

Evaluation

20. In July 2016 the Australian Government Department of Education and Training (DET) initiated an evaluation to understand the effectiveness of the NSCP. The evaluation sought input from principals, students, parents and school chaplains through an online survey and parent focus groups. The evaluation report was published on 31 May 2018 and the findings of the evaluation were generally positive. A summary of findings of the evaluation are at Attachment C.
21. If the Programme should go ahead, EDU will consider and apply the findings of the evaluation report, particularly perceived issues with the Programme to strengthen the ACT NSCP Guidelines and reporting and monitoring processes.

Issues

22. On 8 May as part of the 2018-2019 Budget, the Australian Government announced the continued funding of the NSCP from 2019-2022 at a total financial commitment of \$247 million. The Programme remains largely unchanged with the exception of the requirement for chaplains to undertake professional development in responding to instances of bullying and cyberbullying.
23. Senator the Hon Simon Birmingham, Minister for Education and Training, has written to you regarding the renewal of the NSCP (MIN18/703). The draft response will be shaped based on your feedback on this brief.
24. The new National Project Agreement must be enacted by 31 December 2018 to enable payments to be made in time for the 2019 school year. Sufficient time must be allowed for schools who wish to apply to consult with their school community to consider their school's application, and allow schools or funding recipients to recruit chaplains.
25. If participating in the 2019-2022 Programme, EDU proposes to coordinate an application process in consultation with a Cross Sector Panel in early Term 4, 2018. This timeline will be contingent on the signing of the Project Agreement with the Australian Government.

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26. NSCP funding allows for approximately 10 hours per week of chaplaincy provision per school, Chaplaincy ACT reported they fund their chaplains 12 hours per week.
27. Chaplaincy ACT makes up the additional 2 hours not covered by the NSCP through donations the organisation receives from the community.
28. The Directorate is not aware of public schools supplementing additional funds to increase chaplain's hours. It is understood that there would not be consistent support from school boards and school Parents and Citizens Committees to fund additional chaplaincy provision.
29. A number of public and independent schools that do not currently receive funding have registered their interest with EDU in applying for NSCP funds after the recent budget announcement.
30. Both the Catholic Education Office and the Association for Independent Schools have written to previous Ministers for Education supporting the implementation of the Programme in the ACT.
31. Should the ACT Government decline to offer chaplaincy funding for ACT Public schools the Directorate could offer to administer the funding on behalf of the Catholic and Independent sectors or explore the possibility of providing the program funds to the sectors to administer individually.
32. This approach would involve EDU retaining oversight of the program and facilitating reporting to the Australian Government on the program.
33. While the Directorate understands schools are increasingly investing in wellbeing teams and initiatives, there is no funded replacement for this program.

Financial Implications

34. The ACT Government is responsible for administering both the Programme and funds under the 2015-2018 four-year Project Agreement with the Australian Government. The Programme is monitored through the ACT NSCP Guidelines that align with the outputs in the Project Agreement. The current ACT allocation for funding is \$840,000 of Programme funds and an administration component of \$28,146.

ConsultationInternal

35. Nil

Cross Directorate

36. Nil

External

37. EDU informed the CEO and the AIS of the recent budget commitment and enquired about their interest in continuing to provide representation on the cross-sector panel. Both organisations have responded confirming their interest.

Benefits/Sensitivities

38. The National and ACT Branch of the Australian Education Union (AEU) and the ACT Council of Parents and Citizens Associations (ACT P&C) have previously voiced concerns about the Programme. The AEU was concerned that the ACT Government

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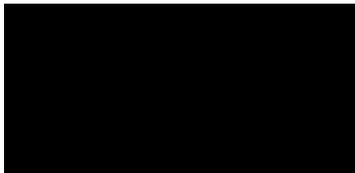
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needed to preserve the secular nature/ traditions of public schooling and that funding should be invested in wellbeing programs more broadly. The ACT P&C position was that more school counsellors, not chaplains were needed.

39. Feedback provided by schools through an annual reporting process indicate that chaplains employed under the Programme are valued members of school wellbeing teams. Through this process schools are required to report any complaints received about the Programme. No complaints have been reported regarding the 2015-2018 Programme in the ACT.
40. A member of the community (a chaplain) has recently written to you after the budget announcement urging you to support and allow ACT schools to take advantage of the funding to benefit students and families in the ACT. (MIN18/441)
41. During Budget Estimates on 31 May 2018 Senator Hanson Young raised concerns about the Programme with the Education Minister after reports that a chaplain provided by Melbourne's Access Ministries allegedly proselytised in response to a student seeking support for issues relating to an eating disorder. Chaplains funded under the Programme are not permitted to proselytise in line with the Programme Guidelines. The Education Minister committed to have Victoria's Education Department investigate the report.

Media Implications

42. In 2014 the proposed introduction of this Programme attracted significant media attention.
43. Recent media interest (including an FOI) in the lead up to the budget has included enquires about the number of complaints received about the Programme. There is likely to be continued media interest in the Programme particularly in relation to the perceived risk of chaplains proselytising in public schools.



Meg Brighton
Deputy Director-General

Director: Sam Seton	Phone:	57196
Action Officer: Bronwyn McNally	Phone:	57619

Attachments

Attachment	Title
Attachment A	List of schools currently receiving NSCP funding
Attachment B	Code of Conduct
Attachment C	Key findings of NSCP Evaluation

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	School Name	Sector	Funding recipient
1.	Amaroo School	EDU	Scripture Union QLD
2.	Belconnen HS	EDU	Young Life
3.	Black Mountain School	EDU	Scripture Union QLD
[REDACTED]			
5.	Calwell HS	EDU	Scripture Union QLD
6.	Campbell High School	EDU	Scripture Union QLD
[REDACTED]			
9.	Caroline Chisholm	EDU	Scripture Union QLD
[REDACTED]			
11.	Erindale College	EDU	Scripture Union QLD
[REDACTED]			
13.	Gordon PS	EDU	Scripture Union QLD
14.	Hawker College	EDU	Scripture Union QLD
[REDACTED]			
16.	Isabella Plains Early Childhood School	EDU	Scripture Union QLD
17.	Lake Tuggeranong College	EDU	Scripture Union QLD
18.	Malkara Specialist School	EDU	Scripture Union QLD
19.	Melba Copeland Secondary School	EDU	Scripture Union QLD
20.	Mt Stromlo HS	EDU	Scripture Union QLD
21.	Ngunnawal PS	EDU	Scripture Union QLD
[REDACTED]			
23.	Richardson PS	EDU	Scripture Union QLD
[REDACTED]			
[REDACTED]			
32.	Theodore PS	EDU	Scripture Union QLD
33.	Torrens PS	EDU	Scripture Union QLD
[REDACTED]			
35.	UC High School Kaleen	EDU	Fusion
36.	UC Lake Ginninderra College	EDU	Scripture Union QLD
37.	Wanniassa Hills PS	EDU	Scripture Union QLD
38.	Wanniassa School Jnr Campus	EDU	Scripture Union QLD
[REDACTED]			
[REDACTED]			

Code of Conduct for School Chaplains under the National School Chaplaincy Program

This document must be signed by the school chaplain before the school chaplain commences any chaplaincy services under the Program. School chaplains who refuse to sign the code will not be permitted to be part of the Program.

Code of Conduct

School chaplains are responsible for supporting the spiritual, social, and emotional wellbeing of their students regardless of faith or beliefs. School chaplains must be able to provide support for a range of day to day matters affecting the school community and communicate effectively with a diverse group of people. They can become involved in a wide variety of issues including health, social and values education and emotional support.

It is expected that school chaplains would support and work with the School Principal and the school's student wellbeing staff or equivalent, to refer students to appropriate services where required. To assist in facilitating this, school chaplains should have or develop an appropriate and suitable external network of professional groups working within the community.

In providing these services, the school chaplain must sign and observe this Code of Conduct at all times. The school chaplain must:

1. Adhere to all relevant ACT and Commonwealth policy and legislation, including that concerning child safety, privacy, and confidentiality.
2. Not conduct themselves in a manner which impacts their delivery of the services under the Program. School chaplains must adhere to the Program Guidelines and the Code of Conduct at all times including where conduct in a private capacity might impact their delivery of the services under the Program.
3. Recognise, respect and affirm the authority of the School Principal and/or school governing body, and work in consultation with them.
4. Contribute to a supportive, safe, inclusive and caring learning environment within the school.
5. Respect, accept and be sensitive to other people's views, values and beliefs that may be different from his or her own, including respecting the rights of parents/guardians to ensure the moral and spiritual education of their children is in line with the family's own convictions.
6. Actively discourage any form of harassment or discrimination on the grounds of religious ideology, beliefs or sexuality.
7. Not perform professional or other services and refer on to an appropriate service, in line with school protocols.
8. Refer a student to a service or organisation which is best placed to support the student's particular needs in accordance with the student's own beliefs and values.
9. Provide accurate and impartial information about the support and services available in the broader community, including community groups and religious groups.

- 10. Not put him or herself, or allow him or herself, to be placed in a compromising situation, recognising that there are circumstances where confidentiality may be sought by the student.
- 11. Avoid unnecessary physical contact with a student, recognising however that there may be some circumstances where physical contact may be appropriate such as where the student is injured or distraught.
- 12. While recognising that an individual school chaplain may in good faith express views and articulate values consistent with his or her own beliefs, a school chaplain must not take advantage of his or her privileged position to proselytise, evangelise or advocate for a particular view or belief.
- 13. Adhere to the ACT National School Chaplaincy Program Guidelines.

Use of Information on this form and privacy

Information on this form is collected for the purposes of the administration of the National School Chaplaincy Program. Information on this form can be disclosed to other parties without your consent in accordance with the *Information Privacy Act 2014*.

Acknowledgement by school chaplain.

I understand and agree to the terms of this Code of Conduct.

.....

Signature of school chaplain

.....

Print Name of school chaplain

..... Signature of Witness

..... Name of Witness

..... Position of Witness

..... Date

Guidance to Funding Recipients and School Principals for breaches of the Code of Conduct

As school chaplains hold special positions of trust, they must be accountable for their actions. In addition, the Funding Recipient and the School Principal must take all reasonable steps to ensure that school chaplains comply with the Code of Conduct. On appointment of the school chaplain, the School Principal must outline to them the measures in place to ensure compliance with the code and how breaches of the Code of Conduct will be investigated. For guidance on the investigation of matters under the Code of Conduct, refer to **Section 7.1.6** of the Program Guidelines.

About the Evaluation

- The overarching objective of this research was to understand the effectiveness of the NSCP, how the programme is implemented and, in particular, explore how the programme supports the emotional wellbeing of students and the broader school community.
- An online survey was designed to gain feedback from principals, chaplains, parents and students. The qualitative research in the form of focus groups and interviews was an exploratory tool to provide additional depth and used to support the quantitative findings.
- The surveys were conducted from 31 October to 25 November 2016. Of the 3288 schools participating in the programme, 2147 participated in the evaluation.
- The survey was sent to the participating schools in the ACT through the Catholic Education Office, ACT Association for Independent Schools and the ACT Education Directorate.

ACT Representation

- 15 respondents from the ACT participated in the quantitative survey, ■■■ of the respondents were principals. There is no data available to indicate what sector the principals represented. The number of ACT schools participating in the programme represents 1% of participating schools nationally.
- There was no ACT representation in the qualitative focus groups, participation in the focus groups was low with only 23 participants nationally.
- The breakdown of sector type that participated in the national survey is below:

School Type	Base n=2147	Base %
Catholic	142	7%
Independent	845	39%
Government	1160	54%

Key Findings

- Overall, there is a positive sentiment towards the NSCP and the programme. Students were considered to have a high opinion of the programme and to benefit from having someone to provide additional support, someone to talk to and someone that is a 'neutral' person (not a teacher or parent) they can confide in.

- The NSCP was considered to be effective in dealing with a range of issues, and most effective in dealing with issues regarding sense of purpose and self-esteem, building peer relationships and social inclusion. The programme was rated to perform extremely well in supporting the emotional and social wellbeing of students, which strongly aligns with the overarching objectives and aims of the NSCP.
- Awareness of chaplaincy services is high, however, there is limited knowledge of the role of chaplains. There is an opportunity for schools to address the knowledge gap that exists among parents, by increasing awareness of the programme itself, and the chaplain's role, and sharing/increasing communication on the activities/initiatives that are being implemented to support the wellbeing of students and the school community.
- The NSCP is delivered through a wide range of activities/initiatives which encompasses different types of support, from formal support (e.g. one-on-one individual sessions), informal support (e.g. lunchtime activities), delivery of specific programmes (e.g. breakfast clubs) to assisting with out of school activities (e.g. school camps). Activities/initiatives delivered across schools were largely consistent, and worked towards providing students and the school community with an accessible figure who provides support, encouragement and guidance.
- Overall, few disadvantages were associated with the NSCP. There were a proportion of parents and students (particularly from government schools) who preferred religious views were not shared. This was driven by the perception that chaplaincy services included sharing or teaching of religious views and values, and was therefore felt better suited to private schools or religious families¹.
- There were a small proportion of parents (4%) who suggested that chaplaincy services/chaplains be removed from schools. This was more likely to be mentioned by parents of students in government schools (6%), compared with 3% independent schools and 2% Catholic schools. 3% of parents cited they would change the religious aspect of the programme². Again, this was more likely to be mentioned by parents of students in government schools (6%), compared with 2% independent schools and 4% Catholic schools.
- The main suggested improvements for the programme included increasing the availability/time allocation of chaplains. A number of principals, chaplains, parents and students all communicated the need for the chaplain/chaplaincy services to be more available, available for more days or in a full-time capacity to adequately service and meet the needs of the school community.

¹ The NSCP agreement states chaplains are not permitted to proselytise. Sharing of religious views/religion was explored during the qualitative parental group discussions and was based on perceptions among parents rather than on an experienced event.



MINISTERIAL BRIEF

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To: Minister for Education and Early Childhood Development

TRIM No: MIN 18/513

CC:

From: Deputy Director-General

Date:

Subject: 2019-2022 National School Chaplaincy Programme (NSCP)

Critical Date: 30 August 2018

Critical Reason: To ensure adequate preparation time prior to application process.

Purpose: To inform you of the renewed National School Chaplaincy Programme (NSCP) and seek your direction in relation to future participation in the 2019-2022 Programme.

Recommendations

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Noted / Please Discuss

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23/08/18

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Issues

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ConsultationInternal

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Cross Directorate

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37. EDU informed the CEO and the AIS of the recent budget commitment and enquired about their interest in continuing to provide representation on the cross-sector panel. Both organisations have responded confirming their interest.

Benefits/Sensitivities

38. The National and ACT Branch of the Australian Education Union (AEU) and the ACT Council of Parents and Citizens Associations (ACT P&C) have previously voiced concerns about the Programme. The AEU was concerned that the ACT Government

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TRIM No: MIN18/513

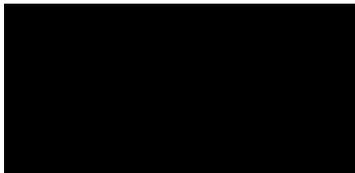
4

UNCLASSIFIED

- needed to preserve the secular nature/ traditions of public schooling and that funding should be invested in wellbeing programs more broadly. The ACT P&C position was that more school counsellors, not chaplains were needed.
39. Feedback provided by schools through an annual reporting process indicate that chaplains employed under the Programme are valued members of school wellbeing teams. Through this process schools are required to report any complaints received about the Programme. No complaints have been reported regarding the 2015-2018 Programme in the ACT.
 40. A member of the community (a chaplain) has recently written to you after the budget announcement urging you to support and allow ACT schools to take advantage of the funding to benefit students and families in the ACT. (MIN18/441)
 41. During Budget Estimates on 31 May 2018 Senator Hanson Young raised concerns about the Programme with the Education Minister after reports that a chaplain provided by Melbourne's Access Ministries allegedly proselytised in response to a student seeking support for issues relating to an eating disorder. Chaplains funded under the Programme are not permitted to proselytise in line with the Programme Guidelines. The Education Minister committed to have Victoria's Education Department investigate the report.

Media Implications

42. In 2014 the proposed introduction of this Programme attracted significant media attention.
43. Recent media interest (including an FOI) in the lead up to the budget has included enquires about the number of complaints received about the Programme. There is likely to be continued media interest in the Programme particularly in relation to the perceived risk of chaplains proselytising in public schools.



Meg Brighton
Deputy Director-General

Director: Sam Seton	Phone:	57196
Action Officer: Bronwyn McNally	Phone:	57619

Attachments

Attachment	Title
Attachment A	List of schools currently receiving NSCP funding
Attachment B	Code of Conduct
Attachment C	Key findings of NSCP Evaluation

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TRIM No: MIN18/513

5

	School Name	Sector	Funding recipient
1.	Amaroo School	EDU	Scripture Union QLD
2.	Belconnen HS	EDU	Young Life
3.	Black Mountain School	EDU	Scripture Union QLD
[REDACTED]			
5.	Calwell HS	EDU	Scripture Union QLD
6.	Campbell High School	EDU	Scripture Union QLD
[REDACTED]			
9.	Caroline Chisholm	EDU	Scripture Union QLD
[REDACTED]			
11.	Erindale College	EDU	Scripture Union QLD
[REDACTED]			
13.	Gordon PS	EDU	Scripture Union QLD
14.	Hawker College	EDU	Scripture Union QLD
[REDACTED]			
16.	Isabella Plains Early Childhood School	EDU	Scripture Union QLD
17.	Lake Tuggeranong College	EDU	Scripture Union QLD
18.	Malkara Specialist School	EDU	Scripture Union QLD
19.	Melba Copeland Secondary School	EDU	Scripture Union QLD
20.	Mt Stromlo HS	EDU	Scripture Union QLD
21.	Ngunnawal PS	EDU	Scripture Union QLD
[REDACTED]			
23.	Richardson PS	EDU	Scripture Union QLD
[REDACTED]			
32.	Theodore PS	EDU	Scripture Union QLD
33.	Torrens PS	EDU	Scripture Union QLD
[REDACTED]			
35.	UC High School Kaleen	EDU	Fusion
36.	UC Lake Ginninderra College	EDU	Scripture Union QLD
37.	Wanniassa Hills PS	EDU	Scripture Union QLD
38.	Wanniassa School Jnr Campus	EDU	Scripture Union QLD
[REDACTED]			

Code of Conduct for School Chaplains under the National School Chaplaincy Program

This document must be signed by the school chaplain before the school chaplain commences any chaplaincy services under the Program. School chaplains who refuse to sign the code will not be permitted to be part of the Program.

Code of Conduct

School chaplains are responsible for supporting the spiritual, social, and emotional wellbeing of their students regardless of faith or beliefs. School chaplains must be able to provide support for a range of day to day matters affecting the school community and communicate effectively with a diverse group of people. They can become involved in a wide variety of issues including health, social and values education and emotional support.

It is expected that school chaplains would support and work with the School Principal and the school's student wellbeing staff or equivalent, to refer students to appropriate services where required. To assist in facilitating this, school chaplains should have or develop an appropriate and suitable external network of professional groups working within the community.

In providing these services, the school chaplain must sign and observe this Code of Conduct at all times. The school chaplain must:

1. Adhere to all relevant ACT and Commonwealth policy and legislation, including that concerning child safety, privacy, and confidentiality.
2. Not conduct themselves in a manner which impacts their delivery of the services under the Program. School chaplains must adhere to the Program Guidelines and the Code of Conduct at all times including where conduct in a private capacity might impact their delivery of the services under the Program.
3. Recognise, respect and affirm the authority of the School Principal and/or school governing body, and work in consultation with them.
4. Contribute to a supportive, safe, inclusive and caring learning environment within the school.
5. Respect, accept and be sensitive to other people's views, values and beliefs that may be different from his or her own, including respecting the rights of parents/guardians to ensure the moral and spiritual education of their children is in line with the family's own convictions.
6. Actively discourage any form of harassment or discrimination on the grounds of religious ideology, beliefs or sexuality.
7. Not perform professional or other services and refer on to an appropriate service, in line with school protocols.
8. Refer a student to a service or organisation which is best placed to support the student's particular needs in accordance with the student's own beliefs and values.
9. Provide accurate and impartial information about the support and services available in the broader community, including community groups and religious groups.

- 10. Not put him or herself, or allow him or herself, to be placed in a compromising situation, recognising that there are circumstances where confidentiality may be sought by the student.
- 11. Avoid unnecessary physical contact with a student, recognising however that there may be some circumstances where physical contact may be appropriate such as where the student is injured or distraught.
- 12. While recognising that an individual school chaplain may in good faith express views and articulate values consistent with his or her own beliefs, a school chaplain must not take advantage of his or her privileged position to proselytise, evangelise or advocate for a particular view or belief.
- 13. Adhere to the ACT National School Chaplaincy Program Guidelines.

Use of Information on this form and privacy

Information on this form is collected for the purposes of the administration of the National School Chaplaincy Program. Information on this form can be disclosed to other parties without your consent in accordance with the *Information Privacy Act 2014*.

Acknowledgement by school chaplain.

I understand and agree to the terms of this Code of Conduct.

.....

Signature of school chaplain

.....

Print Name of school chaplain

..... Signature of Witness

..... Name of Witness

..... Position of Witness

..... Date

Guidance to Funding Recipients and School Principals for breaches of the Code of Conduct

As school chaplains hold special positions of trust, they must be accountable for their actions. In addition, the Funding Recipient and the School Principal must take all reasonable steps to ensure that school chaplains comply with the Code of Conduct. On appointment of the school chaplain, the School Principal must outline to them the measures in place to ensure compliance with the code and how breaches of the Code of Conduct will be investigated. For guidance on the investigation of matters under the Code of Conduct, refer to **Section 7.1.6** of the Program Guidelines.

About the Evaluation

- The overarching objective of this research was to understand the effectiveness of the NSCP, how the programme is implemented and, in particular, explore how the programme supports the emotional wellbeing of students and the broader school community.
- An online survey was designed to gain feedback from principals, chaplains, parents and students. The qualitative research in the form of focus groups and interviews was an exploratory tool to provide additional depth and used to support the quantitative findings.
- The surveys were conducted from 31 October to 25 November 2016. Of the 3288 schools participating in the programme, 2147 participated in the evaluation.
- The survey was sent to the participating schools in the ACT through the Catholic Education Office, ACT Association for Independent Schools and the ACT Education Directorate.

ACT Representation

- 15 respondents from the ACT participated in the quantitative survey, ■ of the respondents were principals. There is no data available to indicate what sector the principals represented. The number of ACT schools participating in the programme represents 1% of participating schools nationally.
- There was no ACT representation in the qualitative focus groups, participation in the focus groups was low with only 23 participants nationally.
- The breakdown of sector type that participated in the national survey is below:

School Type	Base n=2147	Base %
Catholic	142	7%
Independent	845	39%
Government	1160	54%

Key Findings

- Overall, there is a positive sentiment towards the NSCP and the programme. Students were considered to have a high opinion of the programme and to benefit from having someone to provide additional support, someone to talk to and someone that is a 'neutral' person (not a teacher or parent) they can confide in.

- The NSCP was considered to be effective in dealing with a range of issues, and most effective in dealing with issues regarding sense of purpose and self-esteem, building peer relationships and social inclusion. The programme was rated to perform extremely well in supporting the emotional and social wellbeing of students, which strongly aligns with the overarching objectives and aims of the NSCP.
- Awareness of chaplaincy services is high, however, there is limited knowledge of the role of chaplains. There is an opportunity for schools to address the knowledge gap that exists among parents, by increasing awareness of the programme itself, and the chaplain's role, and sharing/increasing communication on the activities/initiatives that are being implemented to support the wellbeing of students and the school community.
- The NSCP is delivered through a wide range of activities/initiatives which encompasses different types of support, from formal support (e.g. one-on-one individual sessions), informal support (e.g. lunchtime activities), delivery of specific programmes (e.g. breakfast clubs) to assisting with out of school activities (e.g. school camps). Activities/initiatives delivered across schools were largely consistent, and worked towards providing students and the school community with an accessible figure who provides support, encouragement and guidance.
- Overall, few disadvantages were associated with the NSCP. There were a proportion of parents and students (particularly from government schools) who preferred religious views were not shared. This was driven by the perception that chaplaincy services included sharing or teaching of religious views and values, and was therefore felt better suited to private schools or religious families¹.
- There were a small proportion of parents (4%) who suggested that chaplaincy services/chaplains be removed from schools. This was more likely to be mentioned by parents of students in government schools (6%), compared with 3% independent schools and 2% Catholic schools. 3% of parents cited they would change the religious aspect of the programme². Again, this was more likely to be mentioned by parents of students in government schools (6%), compared with 2% independent schools and 4% Catholic schools.
- The main suggested improvements for the programme included increasing the availability/time allocation of chaplains. A number of principals, chaplains, parents and students all communicated the need for the chaplain/chaplaincy services to be more available, available for more days or in a full-time capacity to adequately service and meet the needs of the school community.

¹ The NSCP agreement states chaplains are not permitted to proselytise. Sharing of religious views/religion was explored during the qualitative parental group discussions and was based on perceptions among parents rather than on an experienced event.

National School Chaplaincy Program (NSCP)

- There are 42 ACT schools participating in the current Programme, comprising of 22 Public, ■ Catholic and ■ Independent schools.
- The ACT Government is responsible for administering both the Programme and funds under the 2015-2018 four-year Project Agreement with the Australian Government.
- The current ACT allocation for funding is \$840,000 of Programme funds and an administration component of \$28,146.
- Schools receive a chaplaincy grant of \$20,000 per annum (GST exclusive) allocated through an application process convened by a Cross Sector Panel chaired by the Education Directorate (EDU).
- Minister Birmingham wrote to Minister Berry in July 2018 inviting the ACT Government to participate in the 2019-2022 NSCP.
- In this correspondence Minister Birmingham indicated the timeframe for reaching an agreement with States and Territories is early October 2018.
- This is to allow sufficient time for schools who wish to apply to consult with their school community to consider their school's application and allow schools or funding recipients to recruit chaplains.
- Should the ACT decline to participate in the 2019-2022 programme the likely response from the Commonwealth is to withdraw the offer of funding to all ACT schools affecting funding for the Catholic and Independent sectors.

Background

On 8 May as part of the 2018-2019 Budget, the Australian Government announced the continued funding of the NSCP from 2019-2022 at a total financial commitment of \$247 million. The Programme remains largely unchanged with the exception of the requirement for chaplains to undertake professional development in responding to instances of bullying and cyberbullying.

Chaplaincy is a service that complements the support offered by student wellbeing teams and aims to assist school communities through the provision of help and care to support the personal and social wellbeing of students and the school community.

McNally, Bronwyn

From: McNally, Bronwyn
Sent: Friday, 7 September 2018 12:30 PM
To: Hawkins, Ross
Cc: Laurent, Kristen
Subject: MIN 18/513 advice from MO
Attachments: Attachment 1 MIN18 703 DRAFT Letter Tehan NSCP.DOCX; Attachment 2 Burch Letter Cwealth response 2014.pdf

Hi Ross

We have received advice from the MO re: the National School Chaplaincy Program (NSCP) brief MIN 18/513. MIN 18/513 sought direction on future participation in the NSCP 2019-2022 and addressed a letter received from the previous Education Minister Simon Birmingham inviting the ACT to participate in the NSCP.

In response to MIN 18/513, MO has asked us to provide a response (a letter to the Federal Minister for Education) that includes asking him to consider the inclusion of secular workers in the NSCP in the ACT - see Draft letter Attachment 1.

This letter is required by the MO by Monday 10 September.

Important considerations:

- This approach (the inclusion of secular workers) was previously proposed by the ACT Minister for Education at the time prior to the previous 2015-2018 program.
- The response from the Commonwealth was that if ACT chose to participate in the program *all* schools in the jurisdiction must be invited to apply for NSCP funding.
- If the ACT did not accept these terms then the offer of NSCP funding for all ACT schools will be withdrawn (see letter and response Attachment 2)
- Sam has suggested we send these letters to Janet (DLO) for her info so they are aware of the potential response we may receive from the Australian Government.
- There is a time pressure here as the Commonwealth has indicated the timeframe for reaching an agreement is early October 2018.
- MIN 18/513 discussed possible issues should the ACT decline continuing the program. The MO has asked EDU to provide a further brief with options and recommendations for EDU to potentially cover the costs of a good faith payment for public schools who are currently receiving funds through the program for 2019 with a view to no further funding beyond this time.
- There are 22 public schools currently accessing NSCP at a total cost of \$440,000 per annum.
- As the program ends in December 2018 this would only enable current schools participating to receive good faith payment in 2019 as opposed to opening up the funding for all schools to apply under a new 2019-2022 funding round.

After talking with Jane and Kristen we thought it might be worth considering exploring some issues further with the Minister at MINSET next week to be confident the MO has all the information regarding the implications of the proposed approach suggested by the MO in response to the brief.

Kristen is talking with you at 3:15pm this afternoon would you have time to provide some advice as to the best way to ensure the MO has the information they need on these issues?

Thanks Ross

Bron

Bronwyn McNally | Research and Policy Executive Officer
Phone: +61 6205 7619 | Email: bronwyn.mcnally@act.gov.au
Student Wellbeing | Education | ACT Government
Hedley Beare Centre for Teaching and Learning | 51 Fremantle Drive, Stirling | GPO Box 158 Canberra ACT 2601

www.education.act.gov.au | [Facebook](#) | [Twitter](#) | [Instagram](#) | [LinkedIn](#) | [Google+](#)

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Deputy Chief Minister
Minister for Education and Early
Childhood Development
Minister for Housing and Suburban
Development
Minister for the Prevention of
Domestic and
Family Violence
Minister for Sport and Recreation
Minister for Women
Member for Ginninderra

Senator the Hon Daniel Tehan
Minister for Education and Training
Australian Government
PO Box 6022 Parliament House
Canberra ACT 2600

Dear Minister Tehan

Thank you for your letter of 25 July 2018 about the National School Chaplaincy Program (NSCP) 2019-2022.

The ACT Government is committed to ensuring every student attending school in the ACT has a positive learning environment where they feel supported to enable them to learn. It is important that children and young people attending our schools, have the opportunity to seek advice and support that nurtures their wellbeing.

Schools, in consultation with their school community are well placed to make decisions about the wellbeing needs of students. The ACT Government is willing to participate in the National School Chaplaincy Program 2019/2022 and I would like to propose to include an option for schools to recruit a secular wellbeing officer through this funding. This approach would allow ACT schools to access this funding and make decisions about wellbeing supports for children and young people in response to the unique needs of their school community.

I look forward to working with you to ensure positive outcomes for ACT schools.

Yours sincerely

Yvette Berry MLA
Minister for Education and Early Childhood Development
Cc Senator the Hon Simon Birmingham

ACT Legislative assembly

London Circuit, Canberra ACT 2601, Australia GPO Box 1020, Canberra ACT 2601, Australia
Phone +61 2 6205 0233 Email berry@act.gov.au



@YvetteSBerry



YvetteSBerry



yvettesberry





Joy Burch MLA

MINISTER FOR EDUCATION AND TRAINING
 MINISTER FOR DISABILITY
 MINISTER FOR MULTICULTURAL AFFAIRS
 MINISTER FOR RACING AND GAMING
 MINISTER FOR WOMEN
 MINISTER FOR THE ARTS

MEMBER FOR BRINDABELLA

Senator the Hon Scott Ryan
 Parliamentary Secretary to the Minister for Education
 Parliament House
 CANBERRA ACT 2600

Dear Senator 

Thank you for your letter of 28 August 2014 inviting the ACT to participate in the Australian Government's National School Chaplaincy Program (NSCP).

ACT schools, both public and non-government, have participated in the Australian Government's school chaplaincy program since it was established in 2007. There are currently 56 chaplains and secular student welfare officers funded through the program in ACT schools; 36 in public schools, ■ in Catholic systemic schools, and ■ in independent schools (including one vacant position). I note that 24 of the 55 currently employed are secular officers, including 10 of the 19 in non-government schools.

The ACT Government recognises the importance of giving children and young people opportunities to seek advice, support and guidance about ethics, values and relationships. However we also recognise the value of allowing each school, in consultation with its school community, to make decisions about what best meets the needs of the children in their care. This greater emphasis on school-based decision making is, I believe, consistent with the approach being pursued by the Australian Government.

The ACT Government is willing to participate in the National School Chaplaincy Program and I propose that this include the option of a secular student welfare officer, as is the case under current arrangements.

In considering this response to your proposal, I have sought the views of the Catholic Education Office and the Association of Independent Schools in the ACT. Please find enclosed copies of letters from these organisations confirming their support for the approach outlined above, including the continuation of secular workers.

ACT LEGISLATIVE ASSEMBLY

London Circuit, Canberra ACT 2601 GPO Box 1020, Canberra ACT 2601
 Phone: (02) 6205 0020 Fax: (02) 6205 0495 Email: BURCH@act.gov.au
 Twitter: @JoyBurchMLA Facebook: www.facebook.com/joyburchmla

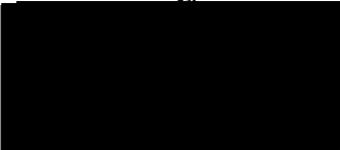


I also note that based on the information in your letter, nine fewer ACT schools will be funded to deliver this program than under the current arrangement. I seek your advice that this does represent a reduction in funding, or that the amount provided will be amended to the existing level.

Mr Stephen Gniel, Deputy Director-General, ACT Education and Training Directorate, is the ACT Government contact on this matter and is available on (02) 62059172 or stephen.gniel@act.gov.au.

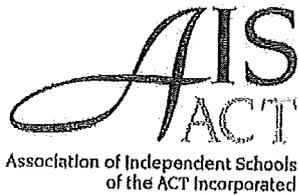
I look forward to negotiating further details of this program to ensure a positive outcome for our schools.

Yours sincerely



Joy Burch MLA
Minister for Education and Training
September 2014





Telephone 02 6162 0834
Facsimile 02 6162 0837
Email alsact@ais.act.edu.au
Office 12 Thesiger Court, Deakin ACT 2600
Postal PO Box 225, Deakin West ACT 2600
ABN 51 980 437 786

Ms Joy Burch MLA
Minister for Education
Legislative Assembly
GPO Box 1020
CANBERRA ACT 2601

Dear Minister

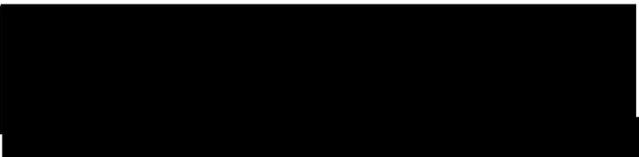
The Association on Independent Schools of the ACT represents all 17 Independent schools in Canberra. These Independent schools are a diverse group of non-Government schools responding to a range of different communities.

The remarkable diversity of schools within the independent sector in the ACT is evidenced by the fact that our 17 schools differ in many characteristics; size, gender, ethos, faith/religion and pedagogical approach. They include a 'special assistance' school, Christian, Anglican, Catholic, Islamic, Steiner, Montessori and Community schools.

Embedded into the Values of the Association are the values of independence, choice and diversity. As your letter advises, you sought the views of the Association, and those views are consistent with the belief that schools should be allowed to respond to the needs of their communities in formulating decisions about how best to meet the needs of their students.

Independent schools in the ACT currently participating in the Australian Government's National School Chaplaincy Program whether they be faith based schools or not, have responded to the needs of their communities in appointing either a chaplain or secular student welfare officer. The Association supports the approach of the ACT government as outlined in your letter to Senator Ryan.

Yours sincerely



Executive Director
11 September 2014



Archdiocese of Canberra and Goulburn
CATHOLIC EDUCATION OFFICE

Director

Record No.
Container No.

11 September 2014

Ms Joy Burch MLA
Minister for Education and Training,
ACT Legislative Assembly
GPO Box 1020
CANBERRA ACT 2601

Dear Minister,

RE CHAPLAINCY PROGRAM

The ACT Catholic schools are very keen to continue to participate in the Chaplaincy Program. It is a valued program in the schools currently participating and enables students to access much needed advice and support in welfare and pastoral areas.

We have both Chaplains and Secular Student Welfare Officers employed presently and would like to be able to continue with these options.

Thank you for considering this request.

Best wishes and personal regards.

Yours sincerely,

[Redacted Signature]
Director



SENATOR THE HON SCOTT RYAN
PARLIAMENTARY SECRETARY TO THE MINISTER FOR EDUCATION

Ms Joy Burch MLA
 Minister for Education and Training
 GPO Box 1020
 CANBERRA ACT 2601

Dear Minister,

Thank you for your response of 3 October 2014, to my invitation for the Australian Capital Territory (ACT) to participate in the Australian Government's National School Chaplaincy Programme (NSCP).

I acknowledge the ACT's willingness to participate in the NSCP.

However, your position that ACT public schools participation in the NSCP will be limited to seeking funding to continue employing individual chaplains already in the programme is inconsistent with the terms for participation outlined in my letters to you of 28 August and 24 September 2014.

As I stated in each of my letters to you, should the ACT choose to participate, you will be required to invite all schools in your jurisdiction, both government and non-government, to apply for funding under the NSCP. You will also be required to form a cross sector panel consisting of government, Catholic and independent school representatives to select schools for the programme.

If you have not accepted the Commonwealth's terms for participation in the NSCP in full by Wednesday, 8 October 2014, the offer of NSCP funding for all ACT schools will be withdrawn.

The relevant contact in the Australian Government Department of Education is [REDACTED] Branch Manager, National School Chaplaincy Programme. [REDACTED] can be contacted via email at [REDACTED]@education.gov.au or telephone [REDACTED].

I look forward to your response.

Yours sincerely, [REDACTED]

SCOTT RYAN

6 October 2014

From: [Seton, Sam](#)
To: [Ceramidas, Joshua](#)
Cc: [Hawkins, Ross](#); [McNally, Bronwyn](#)
Subject: Letter re Chaplaincy
Date: Wednesday, 12 September 2018 2:54:48 PM
Attachments: [MIN18 703 LETTER Tehan NSCP.DOCX](#)

Hi Josh

Following your discussion with Ross yesterday, please find attached a draft response to the Commonwealth. Could you please let me know if this captures your discussion.

Kind regards

Sam Seton | Director

Phone 02 62057196 | sam.seton@act.gov.au

Student Engagement| Schools for All Program

Education Directorate| **ACT Government**

GPO Box 158 Canberra ACT 2601 | www.act.gov.au



Deputy Chief Minister
Minister for Education and Early
Childhood Development
Minister for Housing and Suburban
Development
Minister for the Prevention of
Domestic and
Family Violence
Minister for Sport and Recreation
Minister for Women
Member for Ginninderra

Senator the Hon Daniel Tehan
Minister for Education and Training
Australian Government
PO Box 6022 Parliament House
Canberra ACT 2600

Dear Minister Tehan

I am writing to respond to the previous Education Minister's letter of 25 July 2018 about the National School Chaplaincy Program (NSCP) 2019-2022.

The ACT Government is committed to ensuring every student attending school in the ACT has a positive learning environment where they feel supported to enable them to learn. It is important that children and young people attending our schools, have the opportunity to seek advice and support that nurtures their wellbeing.

Schools, in consultation with their school community are well placed to make decisions about the wellbeing needs of students. The ACT Government is willing to consider participation in the National School Chaplaincy Program 2019-2022 and I would like to propose to include an option for schools to recruit a secular wellbeing officer through this funding. This approach would allow ACT schools to access this funding and make decisions about wellbeing supports for children and young people in response to the unique needs of their school community.

I look forward to working with you to ensure positive outcomes for ACT schools.

Yours sincerely

Yvette Berry MLA
Minister for Education and Early Childhood Development
Cc Senator the Hon Simon Birmingham

ACT Legislative assembly

London Circuit, Canberra ACT 2601, Australia GPO Box 1020, Canberra ACT 2601, Australia
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YvetteSBerry



yvettesberry





Deputy Chief Minister
Minister for Education and Early
Childhood Development
Minister for Housing and Suburban
Development
Minister for the Prevention of
Domestic and
Family Violence
Minister for Sport and Recreation
Minister for Women
Member for Ginninderra

The Hon Daniel Tehan MP
Minister for Education
PO Box 6022
Parliament House
Canberra ACT 2600

Dear Minister Tehan

I am writing in response to correspondence from the previous federal education minister, Senator Simon Birmingham, dated 25 July 2018 about the National School Chaplaincy Program 2019-2022.

In ACT government schools education occurs in the context of a non-sectarian, secular environment consistent with the *Education Act 2004* (ACT) and prevailing expectations of the ACT community.

The ACT Government is committed to supporting the wellbeing of ACT school students and recognises that the wellbeing of children and young people is an important part of enabling access to learning. I recognise that pastoral care, in its modern meaning of providing personal and emotional support, and support for the emotional wellbeing of a school community are important functions.

However, fulfilling these functions does not require a person providing pastoral care to have some form of religious association or endorsement and I was disappointed at removal of an option for secular student welfare workers in the National School Chaplaincy Program 2015-2018.

While I am comfortable with non-government school participation in the 2019-2022 program, I would much prefer that government schools have the opportunity to engage secular student welfare workers. I seek your agreement to return this option to the program.

Yours sincerely

Yvette Berry MLA
Minister for Education and Early Childhood Development

- 5 OCT 2018

ACT Legislative assembly

London Circuit, Canberra ACT 2601, Australia GPO Box 1020, Canberra ACT 2601, Australia
Phone +61 2 6205 0233 Email berry@act.gov.au



@YvetteSBerry



YvetteSBerry



yvettesberry



From: [Hawkins, Ross](#)
To: [EDU Student Engagement Director's Office](#)
Cc: [Seton, Sam](#); [Seton, Sam](#); [McNally, Bronwyn](#); [Sturgiss, Kim](#)
Subject: RE: Request for feedback by COB Wednesday 10 October - Draft NSCP Project Agreement [SEC=UNCLASSIFIED]
Date: Wednesday, 10 October 2018 5:54:01 PM
Attachments: [image001.png](#)

Sam – should we use this an opportunity to flag the non-secular element that the Minister has written to the Ed Minister about

If we could I think we should

R

From: EDU Student Engagement Director's Office
Sent: Wednesday, 10 October 2018 4:03 PM
To: EDUMCR <EDUMCR@act.gov.au>
Cc: Seton, Sam <Sam.Seton@act.gov.au>; Hawkins, Ross <Ross.Hawkins@act.gov.au>; Seton, Sam <Sam.Seton@act.gov.au>; McNally, Bronwyn <Bronwyn.McNally@act.gov.au>; Sturgiss, Kim <Kim.Sturgiss@act.gov.au>
Subject: RE: Request for feedback by COB Wednesday 10 October - Draft NSCP Project Agreement [SEC=UNCLASSIFIED]

Hi Katy

Thank you for the opportunity to provide our feedback. Please see attached, our input cleared by DSE.

Please note - as you are aware, we are awaiting a response from Minister Tehan's office regarding the proposal to engage secular student welfare workers as part of the program (MIN18/703) and subsequent to this, advice from the MO regarding the ACTs participation in the 2019-2022 Program.

Kind regards

Laura Sant'Ana | Liaison and Coordination Executive Officer
Phone + 61 2 6207 2232 | Email Laura.Sant'Ana@act.gov.au

[Redacted signature block]

[REDACTED]

[REDACTED]

[REDACTED]

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From: [McNally, Bronwyn](#)
To: [Hawkins, Ross](#)
Cc: [EDU Student Engagement Director's Office](#); [Seton, Sam](#)
Subject: FW: [FOR ACTION, DUE AM 23/10] Feedback/Clearance on NSCP PA by 3pm Tuesday 23 October 2018 [SEC=UNCLASSIFIED]
Date: Tuesday, 23 October 2018 12:08:00 PM
Attachments: [image001.png](#)
[20181022 NSCP Project Agreement tracked changes.docx](#)
[AG Response to States feedback on NSCP PA 22102018.docx](#)

Hi Ross please see dot points below regarding the draft Project NSCP Agreement for your review and a proposed response to the Commonwealth for your approval, cleared by Sam. Happy to discuss.

- Of importance to note is the Commonwealth's broad response to the request of the inclusion of student welfare workers. The ACT included this request through feedback on the first draft of the agreement requested by DET.
- The Commonwealth response to this is: *The Australian Government decision is to maintain the NSCP with a focus on employing **School Chaplains**. This approach has been successful in the past four years.*
- *States are welcome, as is currently possible, to provide additional funding to complement the NSCP and extend the reach and type of assistance (secular welfare workers) to support the needs of schools. The Commonwealth funding for the NSCP has only ever been a contribution for the costs of employing school chaplains.*
- The MO is yet to receive a response from Minister Tehan to the letter requesting secular wellbeing workers to be included in the program. (MIN 18/703)

ACT Feedback and key changes to the Agreement

- Other ACT feedback included a provision at point 9. (b) to include all activities the chaplains to deliver be designed with relevant school staff and principal. This has been included.
- ACT also requested confirmation from the Minister of Education that a Ministerial will be letter to State Ministers will outline that a rollover of existing arrangements is acceptable for 2019 and a new application round will be required in preparation for the 2020 school year. Should the ACT participate in the program this will allow schools to continue with current arrangements and provide enough time for the ACT to run a robust application process in 2019.
- Key feedback included clarity around the monitoring requirements of the training Chaplains need to undertake delivered by the e-safety commissioner, management of a complaints register (ACT already does this) the publishing of schools receiving NSCP funding on the State and Territory websites and the provision of an example of how the NSCP support student wellbeing in the annual reporting to the Commonwealth.

Feedback on the draft agreement

- The changes to the agreement will ensure the effective running of the program and greater transparency to the community.
- Should the ACT elect to participate in the program EDU will be able to comply with the outputs in the agreement, and can provide in principle agreement.
- A brief has been developed for the MO providing options, should the ACT decide not to participate in the program (MIN18857). This is currently with the DDG for review and

approval.

Proposed Response

The ACT provides in principle agreement to the revised NSCP Project Agreement, noting that the ACT is awaiting a formal response from Minister Tehan's office regarding Minister Berry's proposal to include the option for schools to employ secular wellbeing officers through NSCP funding.

Bronwyn McNally | Research and Policy Executive Officer
Phone: +61 6205 7619 | Email: bronwyn.mcnally@act.gov.au
Student Wellbeing | Education | ACT Government
Hedley Beare Centre for Teaching and Learning | 51 Fremantle Drive, Stirling | GPO Box 158
Canberra ACT 2601

www.education.act.gov.au | [Facebook](#) | [Twitter](#) | [Instagram](#) | [LinkedIn](#) | [Google+](#)

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From: EDU Student Engagement Director's Office
Sent: Monday, 22 October 2018 5:49 PM
To: McNally, Bronwyn <Bronwyn.McNally@act.gov.au>
Cc: Seton, Sam <Sam.Seton@act.gov.au>; Shun Wah, Jane <Jane.ShunWah@act.gov.au>; Laurent, Kristen <Kristen.Laurent@act.gov.au>; Hawkins, Ross <Ross.Hawkins@act.gov.au>
Subject: [FOR ACTION, DUE AM 23/10] Feedback/Clearance on NSCP PA by 3pm Tuesday 23 October 2018 [SEC=UNCLASSIFIED]

Hi Bron

Could you please provide a response, including short dot points for Ross (email format is fine) outlining the position recommended and why?

I will send you the hard-copies in the morning.

Thanks

Kind regards

Laura Sant'Ana | Liaison and Coordination Executive Officer
Phone + 61 2 6207 2232 | Email Laura.Sant'Ana@act.gov.au



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Following in-principle agreement from all state and territory departments, the Australian Government Minister for Education will provide a final version of the Project Agreement to each state and territory Education Minister seeking their signature on the Project Agreement.

Please contact me or my team – [REDACTED] through the NSCP inbox at NationalSchoolChaplaincyProgramme@education.gov.au with any questions.

Kind regards

[REDACTED]

Director
Parent Engagement Team | Student Participation Branch
Australian Government Department of Education and Training

[REDACTED]

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Opportunity through learning

www.education.gov.au

cid:image001.png@01D32D50.573F82D0



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From: [Seton, Sam](#)
To: [Education - National School Chaplaincy Programme](#)
Subject: RE: Feedback on NSCP PA by 5pm (AEDT) Tuesday 23 October 2018 [SEC=UNCLASSIFIED]
Date: Tuesday, 23 October 2018 5:14:01 PM
Attachments: [image001.png](#)
[Letter Tehan.pdf](#)

Dear [REDACTED]

At this stage the ACT is unable to respond to this request. We are currently waiting for a response to the attached and will be happy to come back to you once received.

Kind regards

Sam Seton | Director
Phone 02 62057196 | sam.seton@act.gov.au
Student Engagement| Schools for All Program
Education Directorate| **ACT Government**
GPO Box 158 Canberra ACT 2601| www.act.gov.au

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Deputy Chief Minister

Minister for Education and Early
Childhood Development
Minister for Housing and Suburban
Development
Minister for the Prevention of
Domestic and
Family Violence
Minister for Sport and Recreation
Minister for Women
Member for Ginninderra

The Hon Daniel Tehan MP
Minister for Education
PO Box 6022
Parliament House
Canberra ACT 2600

Dear Minister Tehan

I am writing in response to correspondence from the previous federal education minister, Senator Simon Birmingham, dated 25 July 2018 about the National School Chaplaincy Program 2019-2022.

In ACT government schools education occurs in the context of a non-sectarian, secular environment consistent with the *Education Act 2004* (ACT) and prevailing expectations of the ACT community.

The ACT Government is committed to supporting the wellbeing of ACT school students and recognises that the wellbeing of children and young people is an important part of enabling access to learning. I recognise that pastoral care, in its modern meaning of providing personal and emotional support, and support for the emotional wellbeing of a school community are important functions.

However, fulfilling these functions does not require a person providing pastoral care to have some form of religious association or endorsement and I was disappointed at removal of an option for secular student welfare workers in the National School Chaplaincy Program 2015-2018.

While I am comfortable with non-government school participation in the 2019-2022 program, I would much prefer that government schools have the opportunity to engage secular student welfare workers. I seek your agreement to return this option to the program.

Yours sincerely

Yvette Berry MLA
Minister for Education and Early Childhood Development

ACT Legislative assembly

London Circuit, Canberra ACT 2601, Australia GPO Box 1020, Canberra ACT 2601, Australia
Phone +61 2 6205 0233 Email berry@act.gov.au



@YvetteSBerry



YvetteSBerry



yvettesberry





The Hon Dan Tehan MP
Minister for Education

Parliament House
CANBERRA ACT 2600

Telephone: 02 6277 7350

Our Ref: MS18-001391

26 OCT 2018

The Hon Yvette Berry MLA
Minister for Education and Early Childhood Development
GPO Box 1020
CANBERRA ACT 2601

Dear Minister

Yvette

I am pleased to enclose the National School Chaplaincy Program (NSCP) Project Agreement for your signature. The NSCP Project Agreement was developed in consultation with your department and is subject to the provisions of the Intergovernmental Agreement on Federal Financial Relations.

I would appreciate if you would sign the NSCP Project Agreement and return it to me by no later than 16 November 2018, so that I may sign on behalf of the Commonwealth. This timeframe ensures your schools can continue to receive chaplaincy services from the start of the 2019 school year.

To assist with preparations for the 2019 school year, jurisdictions may roll over NSCP services to schools currently receiving these services. This will provide sufficient time for jurisdictions to provide all schools with the opportunity to apply for NSCP services in 2020–22.

As part of the new NSCP arrangements, you will be aware that NSCP chaplains must undertake professional learning to support them in responding to bullying and cyberbullying in schools. This training will be provided by the Office of the eSafety Commissioner and NSCP chaplains will have 18 months to complete this free training from the time it is available. Jurisdictions will be consulted on the development of the package and implementation arrangements. My department will be in contact with your department on these arrangements in the coming weeks.

I look forward to receiving your response.

Yours sincerely

A large black rectangular redaction box covering the signature area.

DAN TEHAN

A black rectangular redaction box covering contact information.

From: [Seton, Sam](#)
To: [McNally, Bronwyn](#)
Subject: FW: Feedback on NSCP PA by 5pm (AEDT) Tuesday 23 October 2018 [SEC=UNCLASSIFIED]
Date: Wednesday, 31 October 2018 12:58:20 PM
Attachments: [image001.png](#)
[Departmental Scan 25102018_953303 \[REDACTED\].pdf](#)

From: [REDACTED]@education.gov.au>
Sent: Thursday, 25 October 2018 7:11 PM
To: Seton, Sam <Sam.Seton@act.gov.au>
Cc: Education - National School Chaplaincy Programme
<NationalSchoolChaplaincyProgramme@education.gov.au>; [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
Subject: RE: Feedback on NSCP PA by 5pm (AEDT) Tuesday 23 October 2018
[SEC=UNCLASSIFIED]

Good evening Sam

I have just been provided with a copy of the reply to your Minister from Minister Tehan (see attached).

We look forward to hearing from you tomorrow regarding the ACT's position on the National School Chaplaincy Project Agreement.

Kind regards

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The Hon Dan Tehan MP
Minister for Education

Parliament House
CANBERRA ACT 2600

Telephone: 02 6277 7350

Our Ref: MC18-005001

Ms Yvette Berry MLA
Minister for Education and Early Childhood Development
GPO Box 1020
CANBERRA ACT 2601

Dear Minister

Yvette,

Thank you for your letter of 5 October 2018 regarding the National School Chaplaincy Program (NSCP). I appreciate the time you have taken to bring this matter to my attention.

The Australian Government will maintain the NSCP with its current arrangements for the employment of school chaplains, for the 2019 – 2022 program. This approach has been successful in the past four years.

As you will be aware, the Australian Government will invest a total of \$309.6 billion in recurrent school funding from 2018 to 2029. Recurrent funding will grow from \$17.5 billion in 2017 to \$31.9 billion in 2029. Our record and growing funding for schools ensures there is sufficient flexibility for jurisdictions to support their own priorities.

As the Commonwealth funding for the NSCP is a contribution for costs of employing school chaplains, each jurisdiction is able to provide additional funding to support the NSCP and extend the reach and type of assistance (for example, secular welfare workers) to support the needs of their schools.

Thank you for raising this matter with me.

Yours sincerely

DAN TEHAN