

ST PETER'S TRUST BOARD POLICY

Historical Abuse Notifications and Redress Policy

1. INTRODUCTION:

- 1.1 St Peter's is committed to acknowledging and apologising for historical abuse of anyone within its care, to providing access to confidential counselling if required, to reviewing policies and procedures to prevent the potential recurrence of further abuse, and to providing various other forms of redress.
- 1.2 This policy establishes a formal process for alumni to seek resolution for abuse that occurred while in the care of St Peter's
- 1.3 In support of that process, St Peter's appointed an Independent Clinical Psychologist Advisor (ICPA), Dr Suzanne Blackwell, to manage and oversee the notification process and advise the Trust Board on all matters pertaining to historical allegations of abuse. The ICPA will report to the Trust Board Chair and the Chief Operating Officer but without disclosing confidential information about notifiers, including their names, unless they have expressly asked for their information to be made known to the Trust Board.
- 1.4 The Trust Board of St Peter's is responsible for ensuring all notifications are addressed in accordance with the procedures outlined in this policy and following the principles of natural justice.

2. PURPOSE:

- 2.1 The purpose of this policy is to describe and guide the principles and processes in relation to Alumni Survivors of historical abuse when in the care of St Peter's. Its aims include:
 - To acknowledge the abuse, accept responsibility for it and apologise to the Survivor
 - To provide a redress programme which includes:
 - access to an independent and confidential Listening Service;
 - funded therapy for those persons requiring this to address the effects of any abuse; and
 - other forms of redress.
 - To review policies and procedures to prevent future abuse
- 2.2 The above-listed actions have already taken place.

3. DEFINITIONS:

- 3.1 **Redress** means to remedy and/or set right through access to confidential counselling and support. St Peter's seeks to firstly acknowledge harm done to people who experienced abuse while in its care, then actively engage in steps to 'set right' the experience to the extent that is possible in a bespoke redress package.
- 3.2 **Abuse** is defined as sexual abuse perpetrated by staff of St Peter's.
- 3.3 **Alumni** means a former student of St Peter's
- 3.4 **Survivor** means the victim of the abuse.
- 3.5 **Board** means the Trust Board and Governors of St Peter's from time to time.
- 3.6 **St Peter's** means St Peter's, Cambridge.
- 3.7 **Royal Commission** means the Royal Commission of Inquiry into Abuse in State and Faith-Based Care.

4. OVERARCHING PRINCIPLES:

- 4.1 For all concerns not covered separately, such as in the bullying or harassment policies, the procedures are as set out below:
- 4.2 In responding to notifications of abuse, St Peter's will:
- Maintain a Survivor focus and recognise the potential for trauma associated with re-visiting and describing the abuse.
 - Ensure information about how St Peter's addresses historical abuse notifications is readily accessible to the St Peter's community, past and present.
 - Allow Survivors to engage in the process in a manner of their own choosing. This may be verbal, written or on-line.
 - Behave with integrity in the notification process by being open, respectful, and taking all notifications seriously and processing them to the point of resolution to the extent that is possible.
 - Balance the interests of individual Survivors above the interests of St Peter's.

5. NOTIFICATION PROCESS:

- 5.1 Any person or group may make a notification, either verbally or in writing. A notification may also be lodged on behalf of the Survivor or by an advocate or support person with the Survivor's consent. A confidential notification may be made to the independent Listening Service.
1. Receipt of Notification by St Peter's
 - a. When a direct notification is received by St Peter's, receipt will be acknowledged within seven days and the process will be outlined to the Survivor.
 - b. A review of any relevant St Peter's records will be undertaken.



- c. The notification will be documented and notice of the complaint will be provided to the Board.
 - d. The notification will be forwarded to the Listening Service to follow up in line with this policy, and to confer with the Survivor to ascertain their wishes regarding confidentiality issues and the use and retention of information gathered during the complaints process.
 - e. If the notification is made directly to the independent Listening Service, the notification will be reported to St Peter's only with the consent of the notifier.
2. The Listening Service
- a. The Listening Service is run by two independent clinical psychologists, one of whom is the listening person, whilst the other arranges any relevant referrals to therapy and acts as an interface to communicate the needs of the survivors to the Board. Both are bound by the Code of Ethics for Psychologists working in Aotearoa New Zealand. The Listening Service is confidential in keeping with this.
 - b. When a person contacts the Listening Service by email at Alumniassist@outlook.com the listening psychologist will respond and invite the person to a telephone conversation in the first instance. Following that, the listening psychologist may meet with the survivor if requested. This will be at a mutually suitable venue and time, and the Survivor may have a support person present if they wish.
 - c. The Listening psychologist may hear
 - Any matter the Survivor wishes to raise including, but not limited to, any incident that may have resulted in harm, or has had a negative impact on them.
 - The Survivor's desired outcome in making the notification.
 - Options for tangible support that St Peter's offer the Survivor to contribute to their healing and the resolution of their complaint.
 - Referral to confidential therapy funded by St Peter's
 - If the Survivor requests any other form of redress, they may be referred to a Redress Manager who will meet with them to discuss their needs and wishes.
3. The Redress Manager
- a. The Redress Manager will meet with the Survivor at a time and place convenient to the Survivor.
 - b. The Redress Manager will, after meeting with the Survivor, provide the Survivor with a report recording the facts pertinent for their agreement.
 - c. The Redress Manager, with the consent and approval of the Survivor, will prepare a report with redress requirements/requests to the ICPA who will facilitate the claim and the survivor's access to legal advice to progress the claim for legal review.



6. TYPES OF REDRESS

- 6.1 St Peter's may offer the following in terms of redress (as a full and final offer):
1. A personal response from the St Peter's, which may include a verbal and/or written apology to the Survivor by the Board Chair.
 2. Funding for counselling or psychological care where needed which will be referral to a registered counsellor or psychologist.
 3. Assistance, if required, to report abuse to the Police, if agreed with the Survivor
 4. A bespoke redress package to assist the Survivor in steps to 'set right' the experience to the extent that is possible.
 5. If the bespoke package includes any financial payment, the Survivor must have independent legal advice before signing any redress agreement. St Peter's will meet reasonable legal costs in this regard.

7. THIS POLICY

- 7.1 This Policy will be reviewed continuously and revised in response to survivor needs.

Chairperson:

Date: November 2021

Next Review Date: November 2022
(will be reviewed at least annually)