

November 9, 2016

Announcement re End of Care2Screen and Implementation of new Diocesan Screening Program

Diocese to Implement New, Comprehensive Diocesan Screening Program

As part of the development of the Diocesan SafeR Church Plan, an extensive Audit of the Care2Screen program was conducted. As a result of the Audit's findings and related recommendations*, a new comprehensive Diocesan Screening Program is being instituted. This Program will apply to those who hold Diocesan Positions, including clergy who hold the Bishop's license or permission to officiate in the Diocese, staff of the Diocesan Centre, and volunteer leaders of Diocesan programs such as TEC and DYC, among others. This is a Diocesan program; parishes will have their own screening programs.

Care2Screen Program Ended as of November 1, 2016

Consequently, as of November 1, 2016, the Care2Screen Program has ended. Care2Screen badges and cards are no longer valid; they should no longer be used or accepted as indications that individuals have been cleared by the Diocese to participate in or lead Diocesan-organized or Diocesan-sponsored activities. No permanent badges or other documents (e.g., cards) will be distributed as part of the new Screening Program, although time-limited and event-specific ID badges may be issued at Diocesan-sponsored events such as DYC or TEC.

The Diocesan Screening Program: Key Elements

Complying with Canadian Law

In keeping with Canadian law, for each Diocesan position (lay or clergy, employee or volunteer, etc.) the new Screening Program will identify and implement pre-hiring and post-hiring screening measures directly related to the *Bona Fide Occupational Requirements* (BFORs) of that position identified through an Audit.

Respecting Anglican Church Canons

Some Diocesan positions are also governed by national and/or diocesan canons, and screening measures will be chosen that respect and are in conformity with these canons.

Meeting Requirements of Ecclesiastical Insurance re Diocesan Positions of Trust

Ecclesiastical Insurance has identified a number of pre-hiring screening measures (application forms, reference checks, Police Records Checks and Vulnerable Sector Checks) and post-hiring screening measures (initial and periodic training, evaluation, periodic Police Records Checks and Vulnerable Sector Checks) that must be implemented for Diocesan Positions of Trust.

Diocesan Positions of Trust are those positions over which the Diocese has direct authority and responsibility, and which place people in situations in which they have significant power, control, influence over and access to, people who may be vulnerable in some way.

First Steps in Implementation of the Diocesan Screening Program

Diocesan Positions of Trust are the highest priority. Accordingly, the first steps in rolling out the new Screening Program have recently been taken. On October 28, 2016, Bishop Ron Cutler wrote to all members of the clergy holding the Bishop's license or other permission to officiate in this Diocese, asking them to submit a new Police Records Check and Vulnerable Sector Check by January 3, 2017. Letters to individuals holding other Diocesan Positions of Trust, requesting submission of these checks, will soon follow.

Next Steps in Implementation of the Diocesan Screening Program

Over the next six months, other screening measures—those required by Ecclesiastical and others the Diocese decides are necessary—will be gradually implemented in relation to Diocesan Positions of Trust. This must be done carefully and gradually, beginning with Diocesan Positions of Trust that are currently vacant or are about to become vacant, and for which candidates will be sought.

For more information ...

If you have any questions about the new Diocesan Screening Program, please contact the Reverend Canon Gordon Redden, Diocesan Executive Director.