**Responding Well Healthy Culture Assessment Tool**

|  |  |
| --- | --- |
| **Date:** |  |
| **Form Completed By:** |  |
| **Diocese/Cathedral/Parish:** |  |
| **Participants (Including Role):** |  |
| **Case Identifier:** |  |

# Scoring System (0-2)

* 0 indicates “No”.
* 1 indicates “Partially”.
* 2 indicates “Yes”.
* “N/A” Used for those that are not applicable.

|  |  |  |  |
| --- | --- | --- | --- |
| **Theme** | **Activity** | **Score** | **Comments** |
| Communication Patterns | The mode of communication adopted by people is “genuine dialogue”, a respectful, person-centred exchange in which all people are open to being influenced, rather than “monologue disguised as dialogue.” |  |  |
| There is encouragement and welcoming of different perspectives and views. |  |  |
| People do not feel they are “taking a risk” by expressing different views to other members of the community. |  |  |
| People do not have anxiety or fear about raising concerns. |  |  |
| Behaviour Patterns | There is absence of coercive and/or controlling behaviour by ordained and non-ordained people and a "command and control” style of leadership. |  |  |
| “Poor behaviour” (e.g., bullying) is challenged and resolved when it occurs. |  |  |
| There is no evasion of responsibility to address difficult situations – for example, senior clergy or staff are not reallocated different roles when safeguarding concerns are raised about them, and the matter is addressed. |  |  |
| Those involved in the Church Body support each other through difficult times. |  |  |
| Relationships | Power is shared and distributed instead of being vested in a few people. |  |  |
| Leadership styles are inclusive and consultative rather than controlling. |  |  |
| There are no powerful elites or cliques dominating the life and affairs of the Church Body. |  |  |
| Safe boundaries between people are understood and observed. |  |  |
| No one is isolated or left out of the Church Body’s life and activities. |  |  |
| Self-Reflexivity | Collectively and individually, the Church community devotes time to reflect on their behaviours and relationships. |  |  |
| The tendency towards, and dangers of, clerical deference are acknowledged and actively guarded against. |  |  |
| People are aware of the impact they can have on others. |  |  |
| Feedback from others (for example, about communication style and behaviour) is welcomed. |  |  |
| Leaders in the Church Body learn from failures and reviews and take appropriate actions to seek to prevent any recurrence. |  |  |
| Privacy and Data Protection | The importance of protecting peoples’ personal data and privacy is understood. |  |  |
| People feel safe in sharing personal information because they know their privacy is taken seriously. |  |  |
| People know how information about them will be used and they can trust people to use it appropriately to follow up their safeguarding concerns. |  |  |