

## STATEMENT OF ACCESS MINISTRIES

1. The Council of Christian Education in Schools (the **Council**) known as ACCESS ministries (**ACCESS**) is a religious body for the purposes of the *Equal Opportunity Act 2010* (the **Act**).
2. It being a religious body, namely, one of the Christian persuasion, it looks to its employees to act and to be seen to act in accordance with the Christian ethos of that body.
3. For a religious body such as ACCESS to employ or offer employment as a chaplain, including a NSCP school chaplain, to someone who declares herself not to be Christian would be incompatible with its Christian ethos.
4. Being committed in its Statement of Belief to the basic doctrines of the Christian faith drawn from the Old and New Testament Scriptures, ACCESS is committed to the three ecumenical creeds, namely, Apostle's Creed, Nicene Creed, Athanasian Creed.
5. The three Creeds carry with them the tenet that she or he who professes one or more of them will endeavour to live her or his life, in private or in public, in accordance with the set of beliefs which find expression in those Creeds.
6. If someone does not believe in one of the Creeds, that person cannot subscribe to one or more of them.
7. It is, therefore, reasonable to expect that such a person cannot or is unlikely to act, as an employee of a religious body, in accordance with that set of beliefs.
8. The objects of the Council include, inter alia:
  - (a) To :
    - (i) arrange and supervise the work of teaching Christian religious education and services; and
    - (ii) provide and promote chaplaincy and pastoral care, in educational settings throughout Australia;
  - (b) ...
  - (c) To provide for and facilitate the training of:
    - (i) persons who desire to teach Christian religious education; and
    - (ii) chaplains and pastoral care workers...
9. The principal activities of ACCESS are:
  - the provision of religious education to school children throughout Victoria;
  - the provision of chaplaincy and well-being services throughout Victoria;

- publishing and sales of religious education material throughout Australia;
  - delivering training programs; and
  - undertaking fundraising activities and events.
10. ACCESS' process for engaging all chaplains, including NSCP chaplains, is not denominational. But it does require acceptance of the doctrines of the Church as spelt out in the three Creeds.
  11. It is a requirement for those applying for an ACCESS chaplain position, including NSCP chaplain positions, to give a personal commitment to Christian faith and values and to be able to give adherence to ACCESS' Statement of Faith.
  12. All chaplains employed by ACCESS, including NSCP school chaplains, undertake their work and perform chaplaincy services only in accordance with a Christian ethos. ACCESS believes that only a person with a personal commitment to Christian faith and values is able to carry out that work as an ACCESS chaplain, including as an NSCP school chaplain.