PROTECT: IDENTIFYING AND RESPONDING TO ABUSE – REPORTING OBLIGATIONS POLICY

POLICY STATEMENT

Protection for children and young people is based upon the belief that each person is made in the image and likeness of God and that the inherent dignity of all should be recognised and fostered.

Salesian College Chadstone is entrusted with the holistic education of the child, in partnership with parents, guardians and carers, who are the primary educators of their children. All staff therefore have a duty of care to students to take reasonable care to avoid acts or omissions that they can reasonably foresee would be likely to result in harm or injury to the student and to work for the positive wellbeing of the child.

POLICY SYNOPSIS

Under the *National Framework for Protecting Australia's Children 2021–2031*, protecting children is everyone's responsibility – parents/guardians/carers, communities, governments and businesses all have a role to play.

In Victoria, a joint protocol, *PROTECT: Identifying and Responding to All Forms of Abuse in Victorian Schools*, involving the Victorian Department of Education and Training (DET), the Catholic Education Commission of Victoria Ltd (CECV) and Independent Schools Victoria (ISV) exists to protect the safety and wellbeing of children and young people.

The DET has also produced *Four Critical Actions for Schools: Responding to Incidents, Disclosures and Suspicions of Child Abuse* and *PROTECT: Responding to Suspected Child Abuse: A Template for all Victorian Schools*, both of which are referred to in the joint protocol.

All teachers, other school staff members, volunteers, contractors, other service providers and parish priests of Catholic schools within Victoria, including Salesian College Chadstone, must understand and abide by the professional, moral and legal obligations to implement child protection and child safety policies, protocols and practices.

VERSION CONTROL

Prepared by	Assistant Principal Students and Engagement
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ISSUE HISTORY

Date Modified	Modified by	Version	Details
24/06/2022	HR, Risk and Compliance Manager	1.0	MO 1359 updates – approved by Board 26/07/22
05/10/2022	Executive Assistant to Principal	1.0	Formatting
22/12/2022	HR, Risk and Compliance Manager	2.0	Updated National Framework – no approval required

14/08/2023	Risk and Compliance Manager	2.0	Annual review – clarification of reporting requirements and inclusion of relevant related policies
01/10/2025	Risk and Compliance Manager	3.0	Annual review.

CONTENTS

This policy outlines the Child protection reporting obligations for the College that fall under five separate pieces of legislation with differing reporting requirements.

- Children, Youth and Families Act 2005 (Vic.)
- Education and Training Reform Act 2006 (Vic.)
- Crimes Act 1958 (Vic.)
- Family Violence Protection Act 2008 (Vic.)
- Wrongs Act 1958 (Vic.)

Although not legally bound by, this policy also outlines the principals of the Victorian Charter of Human Rights and Responsibilities.

RATIONALE

Ministerial Order No. 1359: *Implementing the Child Safe Standards – Managing the Risk of Child Abuse in Schools and school boarding premises* was made under the Education and Training Reform Act 2006 (Vic.) and sets out the specific actions that all Victorian schools must take to meet the requirements in the Child Safe Standards for registration.

This policy is designed to enable those at Salesian College Chadstone to comply with Standard 7 of the Victorian Child Safe Standards: Complaints Processes, for responding to and reporting suspected child abuse, as well as the school-specific requirements for procedures for responding to allegations of suspected abuse in Ministerial Order No.1359.

Actions required under the relevant legislation and regulatory guidance, when there is a reasonable belief that a child needs protection or a criminal offence has been committed, are set out in this policy. This policy also provides guidance and procedures on how to make a report.

This policy and accompanying procedures are designed to assist staff (which includes Directors, volunteers, contractors, other service providers and clergy) to:

- identify the indicators of a child or young person who may be in need of protection
- understand how a 'suspicion' or 'reasonable belief' is formed
- where possible, refer to the principles of the Victorian Charter of Human Rights and Responsibilities as best practice in respecting and protecting the basic rights, freedoms and responsibilities of members of the College community
- make a report about a child or young person who may be in need of protection
- comply with obligations under the Victorian Reportable Conduct Scheme
- comply with mandatory reporting obligations under child protection law
- comply with legal obligations relating to criminal child abuse and grooming under criminal law.

SCOPE

This policy applies to all people who have interactions with Salesian College Chadstone.

LEGISLATIVE AND REGULATORY REQUIREMENTS

The College must comply with the legal obligations that relate to managing the risk of child abuse under the *Children, Youth and Families Act 2005 (Vic.)*, the *Crimes Act 1958 (Vic.),* the *Child Wellbeing and Safety Act 2005 (Vic.), the Education and Training Reform Act 2006 (Vic.)* and the *Family Violence Protection Act 2008 (Vic.).*

The Child Wellbeing and Safety Act 2005 (Vic.) introduced the eleven *Victorian Child Safe Standards* which aim to create a culture where protecting children from abuse is part of everyday thinking and practice. The Child Safe Standards were introduced in response to recommendations made by the Betrayal of Trust report.

Child protection reporting obligations for the College fall under five separate pieces of legislation with differing reporting requirements:

- *the Children, Youth and Families Act 2005 (Vic.)*
- *the Education and Training Reform Act 2006 (Vic.)*
- *the Crimes Act 1958 (Vic.)*
- *the Family Violence Protection Act 2008 (Vic.)*
- *the Wrongs Act 1958 (Vic.).*

These legislative obligations exist in addition to moral and duty of care obligations which require the College and its community members to protect any child under their care and supervision from foreseeable harm.

Salesian College Chadstone is a prescribed Information Sharing Entity (ISE) meaning that, where legislated requirements are met, it is able to share confidential information with other ISEs to promote child wellbeing or safety under the Child Information Sharing Scheme (CISS) or the Family Violence Information sharing Scheme (FVISS).

DEFINITIONS

Types of Child Abuse and Indicators of Harm

Child abuse can take many forms. The perpetrator may be a parent, carer, staff member, volunteer, another adult or even another child. The nature of child abuse is complex. The abuse may occur over time and potential risk indicators are often difficult to detect. Therefore, the legal obligations for reporting allegations of child abuse can vary depending on the circumstances of the incident.

Child abuse is defined in the *Child Wellbeing and* Safety *Act 2005 (Vic.)* to include:

- sexual offences
- grooming offences under section 49M(1) of the *Crimes Act 1958 (Vic.)*
- physical violence
- serious emotional or psychological harm
- serious neglect.

Sexual offences	A sexual offence occurs when a person involves a child in sexual activity or deliberately puts the child in the presence of sexual behaviours that are exploitative or inappropriate to the child's age and development. Sexual offences are governed by the Crimes Act 1958 (Vic.). Sexual abuse can involve a wide range of sexual activity and may include fondling, masturbation, oral sex, penetration, voyeurism and exhibitionism. It can also include exploitation through pornography or prostitution.
Grooming	Grooming refers to predatory conduct undertaken by an adult (18 years or over) to prepare a child for sexual activity at a later time. It is a sexual offence under section 49M of the *Crimes Act 1958* (Vic.) carrying a maximum 10-year term of imprisonment. Under section 49M, the adult's words or conduct must be intended to facilitate the child engaging or being involved in the commission of, or attempt to commit, a sexual offence by the adult or another adult.
Physical violence	Physical violence occurs when a child suffers or is likely to suffer significant harm from a non-accidental injury or injuries inflicted by another person. Physical violence can be inflicted in many ways including beating, shaking, burning or using weapons (such as belts and paddles). Physical harm may also be caused during student fights.
Serious emotional or psychological harm	Serious emotional or psychological abuse may occur when a child is repeatedly rejected, isolated or frightened by threats or the witnessing of family violence. It also includes hostility, derogatory name-calling and put-downs, or persistent coldness from a person, to the extent where the behaviour of the child is disturbed or their emotional development is at serious risk of being impaired. Serious emotional or psychological harm could also result from conduct that exploits a child without necessarily being criminal, such as encouraging a child to engage in inappropriate or risky behaviours.
Serious neglect	Neglect includes a failure to provide a child with an adequate standard of nutrition, medical care, clothing, shelter or supervision. Significant neglect causes harm to a child that is more than trivial or temporary. Serious neglect is when the child is exposed to an extremely dangerous or life-threatening situation and there is a continued failure to provide a child with the basic necessities of life.
Family violence	Family violence is defined under the *Family Violence Protection Act 2008* (Vic.) to include behaviour that causes a child to hear, witness or be exposed to the effects of family violence such as abusive, threatening, controlling or coercive behaviour. While family violence does not form part of the official definition of 'child abuse' in the *Child Wellbeing and Safety Act 2005* (Vic.), the impact of family violence on a child can be a form of child abuse, for example, where it causes serious emotional or psychological harm to a child. A child can also be a direct victim of family violence.
Note - additional definitions relating to Salesian College Chadstone structure are included in the College's Child Safety and Wellbeing Policy	

Child abuse can have a significant effect on a child's physical, social, psychological or emotional health, development and wellbeing. The younger the child, the more vulnerable they are to abuse and the more serious the consequences are likely to be.

There can be physical or behavioural indicators of child abuse and neglect, or a combination of both. While the presence of a single indicator, or even several indicators, does not necessarily prove that abuse or neglect has occurred, the repeated occurrence of either a physical or behavioural indicator, or the occurrence of several indicators together, should alert staff to the possibility of child abuse or neglect.

Child sexual abuse is more commonly perpetrated by someone who is known to and trusted by the child, and is also often someone highly trusted within their families, communities, schools and/or other institutions such as the Church.

For further definitions of all types of child abuse, a comprehensive list of the indicators of harm and advice on identifying perpetrators of child sexual abuse, refer to the protocol *Protect: Identifying and Responding to All Forms of Abuse in Victorian Schools*.

POLICY

Five sources of Child Protection Reporting Obligations

1. ***Children, Youth and Families Act 2005 (Vic.)***

Mandatory Reporting

Mandatory reporting is a legal requirement under the *Children, Youth and Families Act 2005* (Vic.) to protect children from harm relating to physical injury and sexual abuse. A child, for the purpose of the relevant parts of this Act, is any person **17 years** of age or younger. In Victorian schools, registered teachers, school principals, early childhood workers, registered psychologists, *school counsellors* and *all people in religious ministry* are mandated to report a reasonable belief of child physical or sexual abuse to child protection authorities. The report must be made as soon as practicable after forming the belief.

If, in the course of carrying out their duties, a mandatory reporter forms a **reasonable belief** that a child is in need of protection from physical injury or sexual abuse, and that the **child's parents are unwilling or unable to protect the child**, they must report that belief to Department of Families Fairness and Housing (DFFH) Child Protection and/or Victoria Police, including the information prescribed in *Protect: Responding to Suspected Child Abuse: A Template for all Victorian Schools*, as soon as possible after forming the belief.

A subsequent report must be made on each occasion on which the mandatory reporter becomes aware of further reasonable grounds for the belief that a child is in need of protection. This applies even if the reporter knows that another report has been made concerning the same child or suspected abuse.

The threshold for reporting child protection incidents, disclosures, concerns or suspicions has been set deliberately low by the joint protocol *Protect: Identifying and Responding to All Forms of Abuse in Victorian Schools*. This protocol focuses on *Four Critical Actions* **(refer to Appendix 1)** that all staff must take if they form a suspicion or reasonable belief that child abuse has occurred, or that a child is at risk of suffering abuse. As soon as immediate health and safety concerns are addressed you must report all incidents, suspicions and disclosures of child abuse to the Principal or other member of the Leadership Team.

Note, as a Catholic school, along with reporting requirements to the DFFH and Victorian Police, the Diocesan Education Office (MACS) must also be notified as soon as possible. See *Four Critical Actions* (refer to Appendix 1) for all reporting instructions. The Failure to report physical and sexual child abuse may amount to a criminal offense.

Reasonable belief

Where staff members are concerned about the safety and wellbeing of a child or young person, they must assess that concern to determine if a report should be made to the relevant agency. If a staff member has witnessed potentially abusive behaviour, has a suspicion or has received a disclosure of child abuse, they must determine whether these observations or receipt of such information have caused the staff member to form a 'reasonable belief'.

A 'reasonable belief' or a 'belief on reasonable grounds' is not the same as having proof, but is more than rumour or speculation. **A reasonable belief is formed if a reasonable person in the same position would have formed the belief on the same grounds.**

A reasonable belief might be formed if:

- a child states that they have been physically or sexually abused
- any person tells you that they believe someone has been abused; this may include a child who is talking about themselves
- you observe physical or behavioural indicators of abuse, as described in *Protect: Identifying and Responding to All Forms of Abuse in Victorian Schools*
- a child or young person exhibits sexually abusive or age-inappropriate behaviour(s)
- professional observations of the child's behaviour or development cause you to form a belief that the child has been physically or sexually abused or is likely to be abused.

While any indicators of possible child abuse or neglect are concerning, it is important to understand that the presence of a number of indicators that suggest either physical or sexual abuse of a child may be sufficient to form a reasonable belief in a mandatory reporter's mind which **must** be reported.

2. Child Wellbeing and Safety Act 2005 (Vic.)

Reportable conduct

The Reportable Conduct Scheme was created under the *Child Wellbeing and Safety Act 2005* (Vic.) and requires schools to notify the Commission for Children and Young People (CCYP) if an allegation of reportable conduct (a reportable allegation) is made against one of their employees.

Employees can include a principal, teacher, other staff member, board director, contractor, volunteer, school doctor/nurse/medical professional, allied health staff member, or minister of religion or religious leader.

Reportable conduct is defined under the *Child Wellbeing and Safety Act 2005* (Vic.) to mean a sexual offence, sexual misconduct or physical violence committed against, with or in the presence of a child, behaviour causing significant emotional or psychological harm to a child, or significant neglect of a child.

A **reportable allegation** means any information that leads a person to form a reasonable belief that an employee has committed reportable conduct or misconduct that may involve reportable conduct, whether or not the conduct or misconduct is alleged to have occurred within the course of the person's employment.

As the College is a company, the Reportable Conduct Scheme imposes obligations on the College's Board of Directors. The Board is required to:

- have in place systems to prevent reportable conduct and, if reportable conduct is alleged, to ensure allegations can be brought to the attention of appropriate persons for investigation and response
- ensure that the CCYP is notified and given updates on the organisation's response to an allegation by contacting the Employee Relations unit on (03) 9267 0431 or by email on ceoir@cem.edu.au
- report to Victoria Police as soon as they become aware that a reportable allegation may involve suspected child abuse or criminal conduct.

Reportable conduct may also include historical reportable allegations. More guidance can be found at *Reportable Conduct Scheme – Historical allegations*.

All staff are required to notify the Principal or, if the Principal is involved in the allegation, the Leadership Team if they have a reportable allegation. The Principal or a member of the Leadership Team (as applicable) must notify the Employee Relations unit of the allegation of reportable conduct as soon as possible.

Note: The Reportable Conduct Scheme does not change mandatory reporting or other reporting obligations, including internal reporting and reporting criminal behaviour to Victoria Police. Reportable conduct reporting should be done in addition to these other reporting obligations.

For further support and advice regarding reporting conduct in Catholic schools under the Reportable Conduct Scheme, contact the Employee Relations unit on (03) 9267 0431 or by email on ceoir@cem.edu.au.

3. Crimes Act 1958 (Vic.)

In response to the *Betrayal of Trust* report, three new criminal offences have been introduced under the *Crimes Act 1958* (Vic.):

- **failure to disclose offence,** which requires adults to report to Victoria Police a reasonable belief that a sexual offence has been committed against a child.
- **failure to protect offence,** which applies to people in positions of authority within organisations, who knew of a risk of child sexual abuse by someone in the organisation and failed to reduce or remove the risk.
- **grooming offence,** which targets communication with a child or their parents with the intent of committing child sexual abuse.

Failure to disclose

Any staff member who forms a reasonable belief that a sexual offence has been committed in Victoria by an adult against a child under 16 must disclose that information to Victoria Police.

Failure to disclose the information to Victoria Police is a criminal offence under section 327 of the Crimes Act 1958 (Vic.) and applies to all adults (18 years and over) in Victoria, not just professionals who work with children.

The obligation is to disclose that information to Victoria Police as soon as it is practicable to do so, except in limited circumstances such as where the information has already been reported to DFFH Child Protection.

Refer to diagram below for more information on when to report a concern that a child or young person has been sexually abused, or is in need of protection from sexual abuse.

For further information about the failure to disclose offence, see the Department of Justice and Community Safety's 'Failure to disclose offence' and 'Betrayal of trust fact sheet' webpages.

Failure to protect
Any staff member in a position of authority who has the power or responsibility to remove risk, and becomes aware that an adult associated with their organisation (such as an employee, contractor, volunteer, sport coach or visitor) poses a risk of sexual abuse to a child under 16 who is in the care or supervision of the organisation, must take all reasonable steps to reduce or remove that risk.

In our College's context, this includes the Principal, other members of the Leadership Team, school Counsellor(s), and Deans of Students.

Failure to take reasonable steps to protect a child in the organisation from the risk of sexual abuse from an adult associated with the organisation is a criminal offence under section 49O(1) of the Crimes Act 1958 (Vic.).

For further information about the failure to protect offence, see the Department of Justice and Community Safety's 'Failure to protect offence' webpage and *Betrayal of Trust: Factsheet*.

Grooming
The offence of grooming is predatory conduct designed to prepare or 'groom' a child for future sexual activity and is contained in section 49M(1) of the Crimes Act 1958 (Vic.). The offence applies to communication with children under 16 years.

Grooming can be conducted in person or online, for example via interaction through social media, web forums and emails. The offence can be committed by any person aged 18 years or over. It does not apply to communication between people who are both under 18 years of age.

For further information about the grooming offence, see the Department of Justice and Community Safety's 'Grooming offence' webpage and *Betrayal of Trust: Factsheet*.

For more information about managing and responding to the risk of abuse, see DET's 'Responding to Student Sexual Offending' and 'Risk Management' webpages.

4. Education and Training Reform Act 2006 (Vic.) – Child safety obligations

From a child safety perspective, the key functions of the Education and Training Reform Act 2006 (Vic.) are to:

- require schools to notify the Victorian Institute of Teaching (VIT) when a school has acted against a teacher.
- ensure compliance with the Victorian Child Safe Standards as a requirement of registration.

As a registered school, the College must ensure that the care, safety and welfare of all students attending the school are in accordance with all applicable Victorian and Commonwealth laws and that all staff are advised of their obligations for child safety.

5. Wrongs Act 1958 (Vic.) and duty of care

Organisational Duty of Care
The Wrongs Act 1958 (Vic.) creates an organisational liability for child abuse for organisations that exercise care, supervision or authority over children. This is colloquially referred to as an 'organisational duty of care'.

The College owes a duty to take reasonable precautions to prevent the abuse (sexual or physical) of a child (under 18) by an individual associated with the College while the child is under the care, supervision or authority of the College.

Individuals associated with the College can include Members, Directors, employees, volunteers, office holders, contractors, ministers of religion and religious leaders.

Reasonable precautions are not defined in the Wrongs Act 1958 (Vic.) but, as examples, the following measures are what courts have previously considered to be reasonable precautions in the context of organisational child abuse:

- conducting employment screening and reference checking
- providing supervision and training
- implementing systems to provide early warning of possible offences
- performing random and unannounced inspections to deter misconduct
- encouraging children and adults to notify authorities or parents about any signs of aberrant or unusual behaviour.

School Staff Duty of Care

School staff have a duty to take reasonable steps to protect children and young people under their care and supervision from harm that is reasonably foreseeable (this duty applies to all school staff). The question of what constitutes reasonable steps will depend on the circumstances of each case.

A staff member may breach their duty of care towards a student if they fail to act in the way a reasonable or diligent professional would have acted in the same situation.

For more information on the scope of staff duty of care obligations and examples of reasonable steps they can take in relation to suspected child abuse, refer to the protocol *Protect: Identifying and Responding to All Forms of Abuse in Victorian Schools*.

6. Victorian Charter of Human Rights and Responsibilities

While Victorian Catholic schools are not bound by the *Charter of Human Rights and Responsibilities Act 2006* (Vic.), the following principle should be noted:

School staff are required to respond to suspected child abuse with proper consideration for human rights, and, when making decisions and taking actions in response to suspected child abuse, to act compatibly with human rights. This means that school staff should take into account the right to protection without discrimination, the right to protection from torture and cruel, inhuman or degrading treatment and the right to privacy when responding to suspected child abuse.

RELATED POLICIES

- Child Safety and Wellbeing Policy
- Child Safety Code of Conduct
- Reportable Conduct Policy
- Child Safety and Wellbeing Record Keeping Policy
- Student Pastoral Care and Management Policy
- Parent Code of Conduct

FOUR CRITICAL ACTIONS FOR SCHOOLS

Responding to Incidents, Disclosures and Suspicions of Child Abuse

YOU MUST TAKE ACTION

As a school staff member, you play a **critical role** in protecting children in your care.

- You **must** act, by following the Four Critical Actions, as soon as you witness an incident, receive a disclosure or form a reasonable belief * that a child has, or is at risk of being abused.
- You **must** act if you form a suspicion/ reasonable belief, even if you are unsure and have not directly observed child abuse (e.g. if the victim or another person tells you about the abuse).
- It is strongly recommended that you use the ***Responding to Suspected Child Abuse template*** to keep clear and comprehensive notes, even if you make a decision not to report.

** A reasonable belief is a deliberately low threshold. This enables authorities to investigate and take action.*

1 RESPONDING TO AN EMERGENCY

If there is no risk of immediate harm go to **Action 2**.

If a child is at immediate risk of harm you **must** ensure their safety by:

- separating alleged victims and others involved
- administering first aid
- calling **000 for urgent medical and/ or police assistance** to respond to immediate health or safety concerns
- identifying a contact person at the school for future liaison with Police.

Where necessary you may also need to maintain the integrity of the potential crime scene and preserve evidence.

2 REPORTING TO AUTHORITIES / REFERRING TO SERVICES

As soon as immediate health and safety concerns are addressed you **must** report all incidents, suspicions and disclosures of child abuse as soon as possible. Failure to report physical and sexual child abuse may amount to a criminal offence.

Q: Where does the source of suspected abuse come from?

WITHIN THE SCHOOL

VICTORIA POLICE

You **must** report all instances of suspected child abuse involving a school staff member, contractor, volunteer or visitor to Victoria Police.

You **must also** report **internally** to:

GOVERNMENT SCHOOLS

- School principal and/or leadership team
- Employee Conduct Branch
- DET Incident Support and Operations Centre.

CATHOLIC SCHOOLS

- School principal and/or leadership team
- Diocesan education office.

INDEPENDENT SCHOOLS

- School principal and/or school chairperson
- Commission for Children and Young People on **1300 782 978**.

All allegations of 'reportable conduct' **must** be reported as soon as possible to:

GOVERNMENT SCHOOLS

- Employee Conduct Branch

CATHOLIC SCHOOLS

- Diocesan education office

INDEPENDENT SCHOOLS

- Commission for Children and Young People on **1300 782 978**.

WITHIN THE FAMILY OR COMMUNITY

DHHS CHILD PROTECTION

You **must** report to DHHS Child Protection if a child is considered to be:

- in need of protection from child abuse
- at risk of being harmed (or has been harmed) and the harm has had, or is likely to have, a serious impact on the child's safety, stability or development.

VICTORIA POLICE

You **must also** report all instances of suspected sexual abuse (including grooming) to Victoria Police.

You **must also** report **internally** to:

GOVERNMENT SCHOOLS

- School principal and/or leadership team
- DET Incident Support and Operations Centre.

CATHOLIC SCHOOLS

- School principal and/or leadership team
- Diocesan education office.

INDEPENDENT SCHOOLS

- School principal and/or chairperson.

For suspected student sexual assault, please follow the **Four Critical Actions: Student Sexual Offending**.

OTHER CONCERNS

If you believe that a child is not subject to abuse, but you still hold **significant concerns** for their wellbeing you **must** still act. This may include making a referral or seeking advice from:

- Child FIRST/The Orange Door (in circumstances where the family are open to receiving support)
- DHHS Child Protection
- Victoria Police.

3 CONTACTING PARENTS/CARERS

Your principal **must** consult with DHHS Child Protection or Victoria Police to determine what information can be shared with parents/carers. They may advise:

- **not to contact** the parents/carer (e.g. in circumstances where the parents are alleged to have engaged in the abuse, or the child is a mature minor and does not wish for their parent/carer to be contacted)
- **to contact** the parents/carers and provide agreed information (this must be done as soon as possible, preferably on the same day of the incident, disclosure or suspicion)
- **how to communicate** with all relevant parties with consideration for their safety.

4 PROVIDING ONGOING SUPPORT

Your school **must** provide support for children impacted by abuse. This should include the development of a *Student Support Plan* in consultation with wellbeing professionals. This is an essential part of your duty of care requirements.

Strategies may include development of a safety plan, direct support and referral to wellbeing professionals and support.

You **must** follow the **Four Critical Actions** every time you become aware of a further instance or risk of abuse. This includes reporting new information to authorities.

CONTACT

DHHS CHILD PROTECTION

AREA

North Division **1300 664 977**
South Division **1300 655 795**
East Division **1300 360 391**
West Division (Rural) **1800 075 599**
West Division (Metro) **1300 664 977**

AFTER HOURS

After hours, weekends, public holidays **13 1278**.

CHILD FIRST

https://services.dhhs.vic.gov.au/referral-and-support-teams

ORANGE DOOR

https://www.vic.gov.au/familyviolence/the-orange-door.html

VICTORIA POLICE

000 or your local police station

DET INCIDENT SUPPORT AND OPERATIONS CENTRE

1800 126 126

INCIDENT MANAGEMENT AND SUPPORT UNIT

1800 126 126

EMPLOYEE CONDUCT BRANCH

(03) 9637 2595

DIOCESAN OFFICE

Melbourne **(03) 9267 0228**
Ballarat **(03) 5337 7135**
Sale **(03) 5622 6600**
Sandhurst **(03) 5443 2377**

INDEPENDENT SCHOOLS VICTORIA

(03) 9825 7200

THE LOOKOUT

The LOOKOUT has a service directory, information, and evidence based guidance to help you respond to family violence: http://www.lookout.org.au.

Family violence victims/survivors can be referred to **1800 Respect** for counselling, information and a referral service: **1800 737 732**.

PROTECT