



I01 Notification of Incident

Thank you for submitting your notification. Below is a copy of the information provided in your notification. If there are any issues, please contact your [Regulatory Authority](#) for assistance.

Notification of Incident

Provider

Provider Name	Anglicare NSW South NSW West and ACT
Provider Number	PR-00005801
Provider Approval Status	Approved

Service

Service Legal Entity Name	
Service Trading Name	Anglicare at Southern Cross ECS
Service Approval Number	SE-00011292
Service Approval Status	Approved

Incident Details

Incident Type	Reg 175-An allegation of physical or sexual abuse of a child or children at the service (other than an allegation raised as a formal complaint)
---------------	---



Please supply the following information:

- Detailed description of the incident including nature of risk, cause etc
- Detailed description of impact on the operation of the service
- Involvement of emergency services or other authorities (if relevant)
- Action taken by Approved Provider to manage the risk
- Any other relevant information

Today I received an email that had been sent to another leader at the centre on 27/7/21. As soon as I became aware of the contents, I have moved to report it and made plans to investigate further.

The email came from an educator at the centre:

"I am following up on a conversation I had with **P01** before she went on leave about some of **P01**'s behaviour I have witnessed since working in Buru.

On two separate occasions I heard **P01** speaking disrespectfully to a child whilst physically restraining the child in her arms when trying to get the child to sleep. She would tell the child, "No! No! It is sleep time, No!" in a very forceful tone, as the child escalated in their crying.

On another occasion I witnessed **P01** forcing this same child's head back onto their mattress at sleep time, when the child was evidently upset and was trying to sit up.

The family has since made changes to the child's diet (moved from lactose free milk to dairy free alternatives) and as a result the child has become more content, is no longer crying at rest time and sometimes even puts themselves to sleep on their own.

P01 was not acting in the best interests of the child who was in need of comfort not discipline, and her actions were bordering on abuse."

The acting Director did not immediately report these concerns to me as she was managing a few concerns related to the staff member of concern and the other issues were of a lesser concern so she was following our HR procedure to plan a Performance Improvement Plan (PIP) for her. I had been guiding her to the HR processes but didn't realise that this more concerning feedback of an alleged incident had been given, which would have sat outside the usual HR procedures.

Current risk to children is low: staff member the alleged incident relates to (**P01P01**) is quarantining due to COVID.

Action to be taken by ECEC Manager:

- * Plans to interview the staff member raising the allegation to find out details about when this happened, which child was involved, what has been shared with the family, if there were other witnesses and what was done immediately to mitigate risks to the children at the time.
- * I will work with our quality assurance manager to assess if the allegation meets the threshold for reportable conduct and if it does, the CEO will report this to the Ombudsman.
- * Formal interview to take place between ECEC Manager and all leaders who knew about the incident to ensure they know and follow Anglicare policy and procedure in relation to child protection and reportable conduct allegations.
- * plan training on reportable conduct for the team

we will update with further information when it comes to light.

Incident date

16/08/2021

This notification meets the requirements of the Education & Care Services National Law. You may also be required to notify the incident under your state or territory child protection law.

Please upload any relevant documentation

No documents supplied



Child Details

Child's Name

Child's Gender

Child's Date of Birth

Parent(s)/Guardians(s) Name

Parent's Email

Parent(s)/Guardians(s) Phone

Contact Details

Name

P01 P01

Phone Number

P03

Email Address

P01