

On the 18<sup>th</sup> July 2013, [CDN] was present at a meeting with [REDACTED], an ex-staff member of [CEG] who resigned soon after the first charge of indecent assault was laid against [CDM]. At this meeting [REDACTED] disclosed numerous details and observations from her time at [CEG].

In particular [REDACTED] confirmed that:

- She worked at the Centre from 2007.
- In 2008, renovations took place at the Centre that involved moving the large centrally placed sandpit to a location around the corner of the building and out of sight next to a shed. The sandpit was always very popular with the children. It seemed strange to move it and downsize it.
- She observed [CDM] engaged with the children, playing with them and often physically interacting with them. He would also pat the children to sleep at nap time.
- She observed that [CDM] was there every single day from around 7am to 6pm.
- Over time she observed that [CDM] gradually increased his interaction from being the food preparation assistant to basically being in the room and outside with the kids for the entire day.
- Staff were not given any directive at any time as to how supervision of the children should be carried out.
- The Centre Director, [CHD], was generally in the staff room carrying out administrative type work during the day. She rarely spent time in the centre with the children, in the outside area or observing that staff were carrying out their duties properly.
- Often the staff were more engaged with the children in the morning, but this level of engagement declined throughout the day. By the afternoon it was often common for a few staff members to stand together in a group away from the children and have a chat, instead of roving around the back yard supervising. Nothing was ever said about this.
- She often noticed [CHD] having conversations with the children which she considered inappropriate.
- At the time She was employed at the Centre, there were two other male staff employed (childcare workers), however, she never saw them interact with the kids in the way [CHD] did.
- She did not recall ever reviewing any policies or being given any written policies in relation to child protection or best practice in relation to child care generally. At the centre where she is working now, they do this yearly and sign the policies as confirmation that they have been read. [REDACTED] was never given any policies or directions about supervision of the children at [CEG] or anything about child protection.

In December 2013, [REDACTED] confirmed to the NSW Ombudsman that the above was an accurate reflection of the running of [CEG] in 2010.