

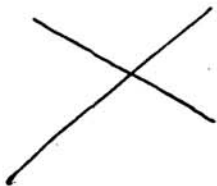
PART B**Outcome of the Investigation**

To be completed at the conclusion of the investigation of the reportable allegation. Please attach copies of supporting final documentation and complete the following:

7. Details of Agency

Name of agency:	CEG	
Your case/ref number:	REDACTED	Ombudsman reference: REDACTED

8. Procedural fairness (please use one form for each allegation of reportable conduct)

8.1	Describe the alleged reportable conduct that you put to the employee once you collected all evidence relating to the investigation. Attach copies of all relevant documents including records of interview with the employee, emails etc. See attached letter from Starling Investigations dated: 15 November 2012 Attachment 30 of folder REDACTED
8.2	Was the employee invited to have a support person attend the interview with them? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
8.3	What was the employee's response to the alleged reportable conduct? See attachment 21 of folder REDACTED
8.4	If no allegation of reportable conduct was put to the employee for response, please state your reason for this 

9. Investigation outcome

9.1	Were you able to make a finding ⁴ for each allegation of reportable conduct?	<input checked="" type="checkbox"/> YES, please go to Question 10 <input type="checkbox"/> NO, please complete Section 9.2 and then go to Question 11
9.2a	For those allegations where you were <u>unable to make a finding</u> please state your reasons:	
9.2b	For those allegations where you were <u>able to make a finding</u> , please complete Question 10 for each allegation	

⁴ For more information about making a finding, including not being able to make finding go to *Practice Update 1/2009 – Making a finding*

10.1	Finding	Category of conduct	CCYP requirement
	<input type="checkbox"/> Alleged reportable conduct was found to be - sustained <input checked="" type="checkbox"/> Alleged reportable conduct was found to be - not sustained, insufficient evidence	<input type="checkbox"/> Physical assault <input checked="" type="checkbox"/> Sexual offence <input checked="" type="checkbox"/> Sexual misconduct <input type="checkbox"/> Behaviour causing psychological harm <input type="checkbox"/> Neglect <input type="checkbox"/> Ill-treatment	These findings require notification to the CCYP as a relevant employment proceeding (REP)
	Alleged conduct was found to be: <input type="checkbox"/> Exempted due to Class or Kind agreement with the CCYP, but was: <input type="checkbox"/> Sustained <input type="checkbox"/> Not sustained <input type="checkbox"/> Not reportable conduct ⁵ <input type="checkbox"/> False <input type="checkbox"/> Vexatious and without substance <input type="checkbox"/> Misconceived	<input type="checkbox"/> Physical assault <input type="checkbox"/> Sexual offence <input type="checkbox"/> Sexual misconduct <input type="checkbox"/> Behaviour causing psychological harm <input type="checkbox"/> Neglect <input type="checkbox"/> Ill-treatment	These findings are not reportable to the CCYP as REPs
10.2	State the reason(s) for your finding(s): See full report REDACTED		
10.3	Was the matter sent to the CCYP? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No What category was the matter reported as? <input type="checkbox"/> Category 1 <input type="checkbox"/> Category 2		
10.4	State your reasons for the CCYP category: <div style="text-align: center; font-size: 2em;">X</div>		
10.5	Date sent to CCYP: Note: Please attach a copy of the CCYP notification form X		

⁵ Includes trivial or negligible use of force, the behaviour was reasonable for the circumstances, or the behaviour was accidental, or that it was misconduct, but not reportable conduct.

11. Final action taken at the end of the agency investigation

11.1	<p>Describe the action taken by your agency (including risk assessment and management) at the conclusion of the investigation in respect of the employee who was the subject of the reportable allegation:</p> <p>The employee has retired so no further actions taken.</p>				
11.2	<p>What other issues arose during the investigation that your agency considers relevant?</p> <p>We have tightened our Supervision Policy to include 2 Educators to escort a child up the stairs on the rare occasion that it is required.</p>				
11.3	<p>What other action has been taken or is proposed by your agency as a result of the investigation? (eg training, changes to policies).</p> <p>We have reviewed & made changes to our Child Protection Policy. Further Child Protection training is on the 2013 agenda for all staff.</p>				
11.4	<p>Date investigation completed: 7.12.12</p>				
11.5	<p>Date notification completed: 12.12.12</p>				
11.6	<p>Name, title and signature of person completing notification to Ombudsman:</p>				
	<table border="1"> <tr> <td data-bbox="318 1482 872 1538"> <p>Name: CHD</p> </td> <td data-bbox="880 1482 1448 1538"> <p>Signature:</p> </td> </tr> <tr> <td data-bbox="318 1545 872 1645"> <p>Title: Director</p> </td> <td data-bbox="880 1545 1448 1645"> <p>CHD</p> </td> </tr> </table>	<p>Name: CHD</p>	<p>Signature:</p>	<p>Title: Director</p>	<p>CHD</p>
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