



Response to Questions on Notice

Legislative Assembly Legal and Social Issues Committee Inquiry into data on family violence perpetrators in Victoria

Appearances: Assistant Commissioner Lauren Callaway, and
Director Claire Waterman PSM, Family Violence Command

Date: 9 September 2024

Victoria Police narrative data received by the Crime Statistics Agency (CSA)

Question on Notice: “And with the case notes [LEAP narratives] that get done later... how does that get captured?” (Refer transcript, Monday, 9 September 2024, page 20).

Response: Victoria Police confirms that the CSA receive a monthly feed of all LEAP incident narratives, including from family violence incidents, from the previous month. This includes LEAP narratives from incidents in the past month, as well as updates to narratives from older family violence incidents.

Multicultural training

Question on Notice: “In terms of early intervention, we heard from a previous submitter about having police understand multicultural or First Nations people. Also we heard that there is only 30 minutes mandatory in the police training. Is that correct?” (Refer transcript, 9 September 2024, page 22).

Response: There are two stages of multicultural training deployed across Victoria Police. The first stage involves mandatory multicultural training offered to police and Protection Service Officer (PSO) recruits at the Victoria Police Academy. New police recruits receive 8 hours of formal multicultural training at the Academy as part of their Foundation Training Program, in addition to the three hours of mandatory Aboriginal Cultural Awareness Training.

This includes the following mandatory training units:

- *Community Diversity* – aimed at ensuring students have an awareness and appreciation of the diverse community in which they will police (1 hour).
- *Community Encounters* – An interactive discussion delivered to all students, facilitated by Victoria Police academy educators and featuring presentations from volunteers from Victoria Police’s Priority Communities (including multi-faith, multicultural, LGBTQIA+, First Peoples, seniors, people living with mental health conditions or disability) who share their lived experience. Recruits are placed into groups of four and spend 20 minutes with each presenter. At the end of session there is a debrief and discussion with the facilitator. The purpose of the session is to provide recruits with the knowledge and skills required to enable effective two-way communication with community; identify customer needs and to provide customer support; and communication verbally and non-verbally (using body language) in the policing environment (3 hours).
- *Effective Communications in a Policing Context* – session aimed at providing students with knowledge to identify challenges with communication with different community members, including available interpreting and translating services for members (2 hours).
- *Multi-faith and multi-culture session* – Provides students with the knowledge and skills to provide effective policing services to all people, including those from multi-faith, and multi-cultural communities. Students

will learn about diversity in terms of faith, culture and ethnicity, understand the role that language can have on interacting with the community, learn strategies to improve upon their communication skills and learn more about the use of interpreters (1 hour).

- *Prejudice Motivated Crime* – aimed at ensuring that students are aware of sentencing considerations regarding prejudice motivated crime and have an awareness of what prejudice motivated crime is (1 hour).
- *Priority Communities Written Assessment* – students are required to write an essay about a ‘priority community’ (which includes culturally and linguistically diverse communities), as allocated to them (30 minutes facilitated instruction, followed by 2.5 hours of self-directed research and writing time).

(Protective Service Officer (PSO) recruits also receive mandatory multicultural training, totalling six hours).

The second stage involves ongoing or ‘refresher’ training to all Sworn and VPS employees who undertake approximately one hour of multicultural training, including courses on human rights and ethics, as part of their ongoing formal training at Victoria Police.