

# We want to hear from people who have worked in Victorian prisons

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The independent Cultural Review of the Adult Custodial Corrections System will focus on creating a safer, fairer, more modern and more capable corrections system. We're inviting current and former custodial staff to share their experiences.

We hope that you can help us spread the word about the Review within your networks.

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## About the Review

Announced by the Minister for Corrections in June 2021, the Cultural Review of the Adult Custodial Corrections System is being led by an Expert Panel made up of three independent advisors and the Review Lead, Kristen Hilton, former Victorian Equal Opportunity and Human Rights Commissioner. The Expert Panel members are:

- ▶ Tim Cartwright APM – former Acting Chief Commissioner, Victoria Police, and the inaugural Family Violence Reform Implementation Monitor
- ▶ Jill Gallagher AO – CEO, Victorian Aboriginal Community Health Organisation and former Victorian Treaty Advancement Commissioner
- ▶ Greg Smith AM – former Deputy President, Fair Work Commission.

The Review will run for approximately 12 months. During that time, we will talk to as many people as possible – both custodial staff and people in custody and their families. Hearing their stories will help us understand their experiences in Victorian prisons and correctional centres and what changes can make them safer and more inclusive for everyone.

## What the Review will examine

- ▶ How can prisons and correctional centres manage behaviour and problems like discrimination, racism, sexual harassment, bullying and misconduct to improve staff wellbeing and safety?
- ▶ How can prisons and correctional centres drive cultural change, so that staff can develop the skills and capabilities they need to do their best work?
- ▶ What can prisons and correctional centres do to ensure cultural safety for Aboriginal custodial staff?

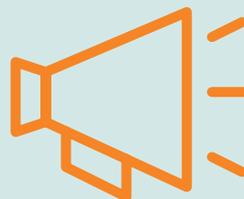
[See the full terms of reference](#)

### How you can help us promote participation in the Review

If you are in contact with current or former custodial staff, we would appreciate any support you can provide to encourage them to participate in the Review. You might:

- ▶ publish a short news story about the Review in your newsletter or on your website
- ▶ mention the Review in any staff or volunteer briefings you hold
- ▶ post about the Review on your social media channels.

The kit includes some sample messaging and artwork you can use to promote the Review.



## Who can participate in the Review

We want to hear from as many people as possible. Talking to us will help the Review make recommendations to make Victorian prisons and correctional centres safer for anyone who works there and for people in custody.

We hope to hear from:

- ▶ current custodial staff
- ▶ former custodial staff.

We are looking to hear about experiences that occurred within the last five years (2016 to 2021).

For the purposes of the Review, we use the term 'custodial staff' to refer to all custodial officers and other corrections staff who ordinarily work in a Victorian prison or correctional centre and are employed privately or by Corrections Victoria and the Department of Justice and Community Safety (i.e. both uniformed and non-uniformed staff employed by the Department).

Custodial staff does not include Justice Health or staff employed by other agencies or organisations; however, these workers can still make a submission to share their relevant observations and experiences with the Review.

We are committed to ensuring any contact you have with the Review will be respectful, supportive and culturally safe.

## Key information

**Review hotline** 1800 431 276

**Email** [correctionsreview@justice.vic.gov.au](mailto:correctionsreview@justice.vic.gov.au)

**Website** [correctionsreview.vic.gov.au](https://correctionsreview.vic.gov.au)

## Sample newsletter or website article

### Share your story with the Corrections Cultural Review

The work of custodial staff is a critical part of our justice system. It is work that is performed in a dynamic and sometimes challenging environment and is key to ensuring community safety and the safety, wellbeing and rehabilitation of prisoners. Every team member deserves to feel safe, valued and respected when they come to work.

If you currently work in a Victorian prison or correctional centre, or if you have in the past, the Cultural Review of the Adult Custodial Corrections System wants to hear your story.

Led by an independent Expert Panel, the Review is an important opportunity to help create a safer, fairer, more modern and more capable corrections system – one that ensures the complex work of custodial staff is valued and that inappropriate behaviours and integrity risks are acted upon on swiftly and effectively.

For the purposes of the Review, the term ‘custodial staff’ refers to all custodial officers and other corrections staff who ordinarily work in a Victorian prison or correctional centre and are employed privately or by Corrections Victoria and the Department of Justice and Community Safety (i.e. both uniformed and non-uniformed staff employed by the Department). Custodial staff does not include Justice Health or staff employed by other agencies or organisations; however, these workers can still make a submission to share their relevant observations and experiences with the Review.

Current and former custodial staff can make a written submission or share a voice recording about their experiences. They can also express their interest in a confidential interview – but please note, due to demand, the Review may not be able to interview all interested participants. Current custodial staff can also complete a confidential online survey, closing in early December.

From November to February, the Expert Panel and Review team will be visiting all prisons and correctional centres to speak directly with participants about the Review.

Find out more about the Review at [correctionsreview.vic.gov.au](https://correctionsreview.vic.gov.au) or call the Review hotline 1800 431 276.

## Sample social media content

### Post 1

If you work in a Victorian prison, or if you have previously, the Cultural Review of the Adult Custodial Corrections System wants to hear your story. Led by an independent Expert Panel, the Review is an important opportunity to help create a safer and more respectful corrections system. Call 1800 431 276 or visit [correctionsreview.vic.gov.au](http://correctionsreview.vic.gov.au).

### Post 2

Every worker deserves to feel safe, valued and respected when they come to work. Submissions are now open for the Cultural Review of the Adult Custodial Corrections System – an independent review into the culture in Victorian prisons. Share your experience – 1800 431 276. [correctionsreview.vic.gov.au](http://correctionsreview.vic.gov.au)

### Post 3

An independent review into the culture in Victoria’s prisons and correctional centres is underway – and they want to hear from current and former custodial staff. The Review will focus on creating a safer, fairer, more modern and more capable corrections system. [correctionsreview.vic.gov.au](http://correctionsreview.vic.gov.au)

## Sample artwork

Click each tile to download.

### Facebook Twitter, LinkedIn

**The work of custodial staff is a critical part of our justice system.**

It is work that is performed in a dynamic and sometimes challenging environment and is key to ensuring community safety and the safety, wellbeing and rehabilitation of prisoners.

If you work in a Victorian prison, or have in the past, share your story about the culture: [correctionsreview.vic.gov.au](http://correctionsreview.vic.gov.au)

Cultural Review of the Adult Custodial Corrections System

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Sharing your story about working in a Victorian prison can help create a safer, fairer, more modern and more capable corrections system.

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### Instagram

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