



Working With Children Policy

RATIONALE

Holy Child Catholic Primary School (the School) is committed to providing a child safe environment and takes active steps to ensure any person authorised to conduct 'child connected works' or 'child related works' does not pose a risk to their safety or welfare. To achieve this, the School implements screening processes, including Working With Children Checks (WWCC), to assess and verify their suitability.

The School ensures that non-teaching staff, contractors, volunteers and visitors are of suitable character and do not have a relevant criminal record that poses an unjustifiable risk to children.

Teaching Staff and Casual Relief Teachers who are registered with the Victorian Institute of Teaching (VIT) have undergone criminal record checks via their annual registration.

VISION STATEMENT

As people of God, the community of Holy Child continually seeks wisdom, knowledge and grace. Our learners are empowered to create a just and caring world. We never see a need without doing something about it.

SCOPE

This Policy and associated requirements apply to all teaching staff, non-teaching staff, contractors, volunteers, visitors and any person who may have 'direct contact' with students, whether 'supervised or not' or who are authorised by the School to participate in 'child connected works / child related works'.

DEFINITIONS

Child Connected Work is work authorised by the School's Principal, members of the Leadership Team or Board performed by an adult in the school environment, while children are present or are reasonably expected to be present.

Child Related Works is work within one or more of the occupational fields defined in the Act where the contact with a child is unsupervised, direct, and part of a person's duties.

Direct Contact is contact by any adult with a student/s or young person either 'orally, written or in an electronic form including face-to-face or physical contact, email, text message or via social media platforms.

Supervised Child Related Works is any activity where an adult has 'direct contact' with a student/s or young people that is under the direct supervision of a member of staff.

Working With Children's Check screens an applicant or cardholder's criminal record. If the 'Check' finds serious sexual, violence or drug offences, or adverse professional reports, the department assesses these to determine if the person will pass the 'Check'.

Unsupervised Child Related Works is any type of activity where an adult has 'direct contact' with a student/s or young people that is not directly supervised by a member of staff.

IMPLEMENTATION

Members of the School's Leadership Team will ensure that any person intending to work or participate in an activity where they may have 'direct contact' with a student/s or young people will maintain a current WWCC and has provided a copy of their check to the School.

NOTE *The School acknowledges exemptions that existed prior to **August 1 2017** under the Victorian Government's Working With Children's Act 2005; however, now mandates that all non-teaching staff, contractors, volunteers and visitors who may in any way have 'direct contact' with student/s or young people maintain a current WWCC and provide a copy to the School prior to being authorised to participate in any 'child connected' or 'child related works'.*

To further support the School's commitment to providing a child safe environment and to ensure it meets its legislative requirement to do so, any adult intending to participate in any 'child connected' or 'child related works' must also read and acknowledge via signature or by electronic means a copy of the School's Child Safety Code of Conduct.

To ensure the safety and wellbeing of all students and young people the School does not permit any volunteer, contractor or visitor to work alone or in isolation with them. Where practical, all activities will be conducted in groups. Where this is not possible, all activities must be undertaken in an open and visible environment, in close proximity to a member of staff.

Upon receipt of both the WWCC and the Child Safety Code of Conduct, school Administrators will ensure that the check is current, within five years of issue, and the Code of Conduct has been signed and will enter the relevant information into the School's data base.

RESPONSIBILITIES

It is the responsibility of non-teaching staff, contractors, volunteers and visitors to:

- apply for and receive a WWCC prior to expressing an interest to participate in 'child connected works'. The School will provide guidance on how to apply for a WWCC to all new parents and staff members to the School
- provide the School with the successful WWCC card prior to commencement;
- have the School listed in the 'Details of Organisation';
- notify the principal immediately if there has been a change in circumstances, i.e. if they have been charged or found guilty of a relevant offence or if their WWCC has been suspended;
- apply for a new WWCC before their card expires.

EMPLOYEE AND VOLUNTEER WWCC

Non-Teaching Staff and Contractors are required to maintain an 'Employee WWCC'. The reimbursement of fees incurred by individuals required to apply for an 'Employee WWCC' will be at the discretion of the school Principal.

Volunteers and Visitors are required to maintain a 'Volunteer WWCC'. These checks are free of charge. Volunteers and Visitors can apply to change from a 'Volunteer WWCC' to an 'Employee WWCC' via the [Working With Children Check Website](#)

Non-Teaching Staff and Contractors are not permitted to conduct 'child connected works' with a 'Volunteer WWCC'.

CASUAL RELIEF TEACHERS, TEACHER AND POLICE VOLUNTEER

Casual Relief Teachers (CRTs) engaged by the School must ensure that they maintain current VIT Registration and provide a copy of their Registration Card upon entry to the school. Where the School employs CRT's via an agency, this requirement will be communicated to the agency prior to engagement.

Parents or other members of the School community who maintain current VIT Registration do not require a WWCC. They must; however, provide a copy of their Registration Card to the School prior to being authorised to participate in 'child connected works'.

Parents or other members of the School community who are acting members of Victoria Police or the Australian Federal Police (AFP) do not require a WWCC. They must; however, provide a copy of their identification prior to being authorised to participate in 'child connected works'.

MAINTAINING RECORDS

The School will ensure the currency of WWCC at the commencement of each school year and periodically (once a term) subsequent to this. The assessment of currency will identify WWCCs that have expired or are due to expire. The school will make direct contact with the WWCC card holder prior to expiry to inform them that their WWCC requires renewal.

Note: Non-teaching staff, contractors, volunteers or visitors are not permitted to participate in any activity where they have 'directed contact' with student/s or young people where their WWCC has expired. They will only be permitted to recommence 'child connected or child related works' upon successfully reapplying for a WWCC and by providing a copy of their new WWCC to the School.

PRIVACY

The School applies stringent practices to ensure the security and privacy of all information collected, used, retained or disposed of in accordance with requirements of the Victorian Government's Privacy and Data Protection Act 2014.

REFERENCES

[Ministerial Order No. 870 - Child Safe Standards - Managing the risk of child abuse in schools](#)

[Victorian Government Privacy and Data Protection Act 2014](#)

[Victorian Government Working With Children's Act 2005](#)

[Working With Children Check Website](#)