



# MARY IMMACULATE PRIMARY SCHOOL

## Working With Children Check Policy

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### Introduction

Mary Immaculate Primary School is committed to providing a child safe environment and takes active steps to ensure any person authorised to conduct 'child connected 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.

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

### Scope

This Policy and associated requirements apply to all teaching staff, non-teaching staff, contractors, volunteers, visitors and any person authorised by the school to participate in child connected works. A WWCC is required whether contact with children is supervised or not. This means that even if a person's contact with children as part of their 'child-related work' is supervised by another person, they will still need to apply for a Working With Children Check.

### Definitions

**Child Connected Work:** 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:** 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:** From August 2017, now includes any person who has 'oral, written or electronic communication including face-to-face or physical contact. Previously, the term 'direct contact' only referred to physical contact or face-to-face oral communication with a child. In order to reflect the growing use of technology, which is presenting more opportunities for grooming children, the new definition of 'direct contact' has been expanded to include the following types of contact:

- a. face-to-face contact
- b. contact by post or other written communication
- c. contact by telephone or other oral communication
- d. contact by email or other electronic communication.

**Working With Children's Check:** Screens an applicant or cardholder's criminal record. If the Check identifies serious sexual, violent or drug offences, or adverse



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professional reports, the department assesses these to determine if the person will pass the 'Check'.

## Implementation

Members of the school's Leadership Team will ensure that any person authorised to participate in 'child connected works' is aware of their requirement to maintain a current Working With Children's Check (WWCC) and has provided a copy of their check to the school.

Upon receipt of the WWCC, the Office Manager will ensure that the check is current, within 5 years of issue, 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 & staff members to the school;
- » Provide Mary Immaculate Primary School with the successful WWCC card prior to commencement;
- » Have Mary Immaculate Primary School listed in the 'Details of Organisation';
- » Notify the principal immediately if there has been a change in circumstances, ie..., 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 & Volunteer WWCC

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

## CRT, Teacher & Police Volunteer

Casual Relief Teachers engaged by the school must ensure that they maintain current Victorian Institute of Teaching (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



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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

Mary Immaculate Primary 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 'child connected works' where their WWCC has expired. They will only be permitted to recommence 'child connected works' upon successfully reapplying for a WWCC and by providing a copy of their new WWCC to the school.

WWCC - Register								Child Safety Code of Conduct (COC)			
Surname	First Name	WWCC Number	Relationship with School	WWCC / CRC Issue Date	Expiry Date (5 Years)	WWCC / CRC Renewal Dur	Copy Taken	Child Safety COC Read & Signed	Expiry Date (1 Years)	CSS-COC Renewal Due	Copy Taken
Beck	Justine	01681548-02	Non-Teaching	26/06/2014	25/06/2019	DUE IN 843 DAYS	Click to View	14/02/2017	14/02/2018	DUE IN 347 DAYS	Click to View
Demarte	Matt	03142932-02	Non-Teaching	19/05/2016	18/05/2021	DUE IN 1536 DAYS	Click to View	14/02/2017	14/02/2018	DUE IN 347 DAYS	Click to View
Ellis	Karen		Non-Teaching			-	Click to View			-	Click to View
Haesler	Joel	03851176-01	Non-Teaching	22/01/2013	21/01/2018	DUE IN 323 DAYS	Click to View	13/02/2017	13/02/2018	DUE IN 346 DAYS	Click to View
Hocking	Carolyn	00247935-02	Non-Teaching	7/12/2012	6/12/2017	DUE IN 277 DAYS	Click to View	14/02/2017	14/02/2018	DUE IN 347 DAYS	Click to View
Jackson	Kaycee	0752858A-01	Non-Teaching	14/07/2016	13/07/2021	DUE IN 1592 DAYS	Click to View			-	Click to View

## Privacy

Mary Immaculate Primary 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](#)

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