



## Working With Children Check Policy

### Rationale

In 2006, the Victorian Government introduced a new checking system to help protect children under 18 years of age from physical or sexual harm. The Working with Children Check (WWCC) creates a mandatory minimum checking standard across Victoria. The WWCC helps to keep children safe by preventing those who pose a risk to the safety of children from working with them, in either paid or volunteer work.

### Purpose

The purpose of this policy is to ensure that all persons over 18 engaged as workers, be they employees, contractors or volunteers (which includes clergy, other religious and Board members) associated with the school possess a WWCC unless they are deliberately excluded.

### Implementation

- All persons over 18 engaged as workers, be they employees, contractors or volunteers (which includes clergy, other religious and Board members) associated with the school are required to possess a WWCC unless they are deliberately excluded.
- Those **deliberately excluded** are:
  1. Those with a statutory exclusion in all circumstances, ie those with VIT registration, sworn police not under suspension, those under 18 years of age, and visitors.
  2. An 18 or 19 year old student volunteer where the volunteer work is at or has been organised by their educational institution.
  3. Those departing from the workplace prior to the expiration of the lodgement window.
  4. At the discretion of the employer and applied in a common sense manner with a focus on risk:
    - a. Those who have applied for a WWCC but have yet to receive a Notice.
    - b. Those working for organisations using the school facilities and those working on the school site engaged by other contractors
    - c. Those undertaking other categories of work that do not involve children, for no more than 5 working days (or part thereof) in a calendar year.
    - d. A volunteer with an exemption under the Act engaged in work that involves children for no more than 5 working days (or part thereof) in a calendar year.
- Responsibility for obtaining a Working with Children Check (WWCC) resides with the individual. Applications are made at participating Australia Post outlets. Individuals are responsible for renewal of their WWCCs every five years.
- The Principal will inform workers who needs to have a WWCC.
- Education Support Officer for Administration will set up a register and, after sighting the WWCC or application receipt, record names, WWCC numbers and expiry dates.

### Evaluation

This policy will be reviewed as part of the school's four year review cycle or as required.

### Ratification

This policy was last ratified by St Mary's School Board in March 2018

# Summary of the Working with Children Protocol as it relates to parish and school settings

1. The Working with Children Act, a scheme that the Government promotes as designed to create minimum standards across Victoria for those who work with children (ie those under 18), has already been enacted and is being phased in over 5 years. It involves:
  - (a) the screening of those in child related work for convictions, findings of guilt, pending charges and offences against this and other Acts, as well as professional disciplinary records. It is distinct from and wider reaching than a Criminal Records Check.
  - (b) continuous monitoring and the triggering of reassessments should circumstances change, and
  - (c) the issue of an assessment notice declaring one 'not unsuitable' and the entitlement to undertake child related work. It is valid for 5 years.

There is no cost to volunteers. The fee for employees and contractors is \$70.

2. The Diocese has opted for blanket coverage of adults working in parishes including school settings with very limited exceptions. The test, under this policy as to whether a person needs a Working with Children Check is as follows:
  - (a) Is the person a **worker**?
  - (b) Is the organisation conducting the service **associated with the parish/school**?
  - (c) If so, does a **deliberately excluded** policy exemption apply to the person?
3. A **worker** is either an employee contractor, volunteer and includes clergy, other religious and Board member. Other participants are not workers.
4. **Associated with a parish or school** means any one of the following:
  - (a) Auspiced activities conducted on parish/school premises.
  - (b) Auspiced activities not conducted on parish/school premises but involving children.
  - (c) Organisations which are not auspiced by the parish/school which use parish/school facilities. Agreement to the protocol is a condition of their continued use of the facility.
  - (d) Organisations which are not auspiced by the parish/school which use its name or where the Parish Priest or Principal is part of the managing body and children are involved. Agreement to the protocol is a condition of their continued use of the name or ongoing membership.
  - (e) Other organisations which the employer determines may be seen as a parish activity should an adverse circumstance arise.

The protocol does not apply to building sites where the builder has taken site **possession** for the duration of the building works.

5. Those **deliberately excluded** are:
  - (a) Those with a statutory exclusion in all circumstances, ie registered teachers, sworn police not under suspension, those under 18 years of age, and visitors.
  - (b) An 18 or 19 year old student volunteer where the volunteer work is at or has been organised by their educational institution.
  - (c) At the discretion of the employer:
    - Those who have applied for a WWCC but have yet to receive a Notice.
    - Those undertaking certain categories of work as set out in the protocol, eg lectors, and thanksgiving counters.
    - Those undertaking other categories of work that do not involve children, for no more than 5 working days (or part thereof) in a calendar year.
    - A volunteer with an exemption under the Act engaged in work that involves children for no more than 5 working days (or part thereof) in a calendar year.