



NEERIM SOUTH PRIMARY SCHOOL

Working With Children Policy and Procedures



Respect

Learning

Teamwork

Perseverance



Help for non-English speakers

If you need help to understand the information in this policy, please contact 03 5628 1254.

Policy Statement

The Working with Children (WWC) check aims to assist in protecting children from sexual or physical harm. It is designed to complement good selection, supervision and training practices (including rigorous reference checking).

The intent of this procedure is to outline which positions at Neerim South Primary School require a WWC check and the process to be followed. This procedure applies to all positions at Neerim South Primary School including volunteer, honorary, consultant and contractor positions. Any reference to 'candidates' also extends to staff currently occupying a position.

Definitions

Child: a person who is under the age of 18 years.

Student: any child who is enrolled at Neerim South Primary School

What is the WWC check?

The WWC check verifies a person's history to make sure they do not have any relevant criminal offences or findings from professional disciplinary bodies. The WWC check is valid for 5 years (unless revoked). During this time the cardholder continues to be checked for new relevant offences or findings. The WWC check is administered by the Department of Justice.

When is a WWC check required?

A WWC check is required for positions that meet all of the following criteria:

- involve contact with children in connection with Neerim South Primary School
- the contact happens on a regular (everyday) basis;
- involve direct contact with children and this contact is not directly supervised; and
- the position does not qualify for an exemption as listed under the act

What is the application process?

- The candidate must complete a Working with Children Check application form. The forms are available online.
- Under the section marked 'Details of Organisation', candidates should ensure they state that if the applicant passes the check they will be sent a successful Assessment Notice, followed by a WWC check card 2-3 weeks later.
- Further information about the application process is available on the Department of Justice webpage.

What if the applicant does not pass the check?

- If the applicant does not pass the check they will be given an Interim Negative Notice. The applicant can then make a submission to the Department of Justice to explain why they believe they should pass. If this submission is not successful the applicant will be issued with a Negative Notice. This means they have failed the WWC Check and cannot undertake 'child-related work' or work in Neerim South Primary School

When can the candidate commence?

Commencement at Neerim South Primary School is conditional upon receipt of a successful Assessment Notice or WWC check card. Any queries should be directed to the Principal.

Who pays for the WWC check?

Candidates who are required to undergo a WWC check as a condition of working at the school will not be able to receive reimbursement for the cost from Neerim South Primary School

Responsibilities

Neerim South Primary School must:

- identify all staff who require a Working with Children check;

- ensure existing staff and volunteers are informed of the requirement to undergo the check;
- ensure prospective staff and volunteers have passed a WWC check before commencement;
- check the card's validity on the Department of Justice webpage;
- have a photocopy of the WWC card to be kept on the staff member's personnel file , WWC Folder and the entered into the school's WWC register
- ensure suitable monitoring procedures are in place to ensure staff members hold a valid WWC check card at all times

The staff member or volunteer must:

- provide the successful WWC check card prior to commencement at the school
- notify the Principal if there has been a relevant change in circumstances, for example, if they have been charged or found guilty of a new relevant offence
- apply for a new WWC check before their card expires

FAQs

What is the difference between a WWC Check and a police records check?

A police records check gives information about a person's past criminal record and is only valid at the time of issue. The WWC check is valid for 5 years (unless revoked). During this time, cardholders continue to be checked for new relevant offences or disciplinary findings from professional bodies such as the Victorian Institute of Teaching. In addition, not all criminal offences are relevant to the WWC check. Broadly, the WWC check considers serious sexual and violent drug offences.

A staff member or volunteer is required to undertake a WWC check even if they have already completed a police records check.

Related Procedures

- Police Records Check Procedure

Related Documents

Working with Children Act 2005 (Vic)

Further information is available from the Department of Justice Working with Children webpage or the Working with Children information line on 1300 652 879

School Register

Neerim South Primary School will make two copies of the WWCC.

An electronic from will be kept in the Administrative files.

A hard copy of the file will be kept in the Administration.

Copies of individuals WWC checks will be placed on the staff files

POLICY REVIEW AND APPROVAL

Policy last reviewed	16/10/2023
Consultation	School Council
Approved by	Principal
Next scheduled review date	Before 16/10/2025