



# WORKING WITH CHILDREN Policy

Child Safe Standard 4: Reducing the Risk of Child Abuse by New and Existing Personnel

## RATIONALE:

As of the 1 January 2008, all schools are required to comply with the Working with Children Act 2005, and ensure that any person unsuitable to be involved in 'child related work' does not do so.

As of 1 January 2016, the Victorian government has introduced compulsory minimum child safe standards.

**Child Safe Officer/Leader – Anita Osavkovska (Assistant Principal)**

**As part of Standard 4, 'Screening, supervision, training and other human resources practices that reduce the risk of child abuse by new and existing personnel',** the Working With Children Policy will support explicit recruitment processes to select appropriate staff and volunteers entering Epping Views Primary School.

## AIMS:

- To ensure children under our care are protected from being exposed to inappropriate people.
- To ensure all people engaged in 'child related work' with our students and who are required to have Working with Children Checks, do so.
- To ensure that our school complies with the relevant Acts and laws.
- To have relevant staff and volunteers trained in child safety, and understand and practice appropriate behaviour.
- To provide an environment that is safe.

## IMPLEMENTATION:

- As of 1 January 2008, all workers or volunteers related in 'child related work' must undergo Working with Children checks prior to commencing work.
- As of 1 January 2016, all workers or volunteers related in 'child related work' must undergo Working with Children checks as part of the Child Safe Standards.
- You are considered to be performing 'child related work' if you work or volunteer at a school or school related activities, and you volunteer or do this work on a regular basis, and you have direct contact with children under 18yrs of age which is unsupervised, and you do not qualify for an exemption.
- All teaching staff members are registered with the Victorian Institute of Teaching, and undergo ongoing monitoring that satisfies Working with Children check requirements, and are therefore exempt.
- School Council will not pay for Working with Children checks.
- All people required to have Working with Children checks are issued a WWC Check Card which School Council expects them to present at the office for registration on arrival at the school, and to carry on them at all times when working or volunteering during school related activities.
- The Business Manager will maintain a record of volunteers with up to date WWC Checks.
- School Council requires that all volunteers directly involved in school camps, excursions, sleepovers, teaching of swimming lessons, transport of students without staff members present, extra-curricular activities such as school sporting teams etc all have Working with Children checks.

- School Council will consider other activities such as incursions on a case-by-case basis.

**EVALUATION:**

This policy will be reviewed as part of the school's four-year review cycle, or as required due to changes in relevant Acts, Laws or should situations arise that require earlier consideration.

**This policy was ratified by School Council on**