

WORKING WITH CHILDREN CHECK POLICY

The Working with Children Check is a screening mechanism to prevent certain persons from engaging in child-related work. As an employer, Macquarie Conservatorium will administer the Working with Children Check in accordance with legislation and will ensure the safety of children at Macquarie Conservatorium.

1 Objectives - Policy statement

- 1.1 In accordance with the *Child Protection (Working with Children) Act 2012*, the safety, welfare and well-being of children and, in particular protecting them from child abuse, is the paramount consideration in the operation of this policy and the Working with Children Check Procedures.
- 1.2 The Working with Children Check is an important part of the Macquarie Conservatorium's recruitment process to prevent people who pose a risk to the safety, welfare and well-being of children from being employed or engaged in child-related work.

2. Scope

- 2.1 This policy takes effect from 15 June 2013 following the implementation of the *Child Protection (Working with Children) Act 2012* and the *Child Protection (Working with Children) Regulation 2013*.
 - 2.1.1 This policy must be applied in conjunction with the Working with Children Check Procedures
- 2.2 This policy outlines new processes for conducting the:
 - Working with Children Check (WWCC) for child related-work.*

*Note: Employment or engagement may also be subject to other checks as prescribed in relevant legislation, industrial instruments or policy. This includes but is not limited to the conduct and service check; health assessment requirements; and verification of professional and/or academic qualifications.

- 2.3 This policy applies to people who are employed or engaged (or who are seeking to be employed or engaged) in child-related work in the Macquarie Conservatorium in any one of the following capacities:
 - as a paid employee;
 - as a self-employed person or as a contractor or subcontractor;
 - as a volunteer;
 - as a person undertaking practical training as part of an educational or vocational course (other than as a student undertaking work experience);
 - as a minister, priest, rabbi, mufti or other religious leader or spiritual officer of a religion or other member of a religious organisation.

3. Context

- 3.1 From 15 June 2013, people who are seeking to be employed or engaged in child-related work in the Macquarie Conservatorium are subject to relevant requirements under the *Child Protection (Working with Children) Act 2012* and the *Child Protection (Working with Children) Regulation 2013*.
- 3.2 In some cases, transitional provisions for existing workers (i.e. those employed or engaged in child-related work immediately prior to 15 June 2013), apply; refer to the *Working with Children Check Procedures*.
- 3.3 In addition to the WWCC requirements, workers engaged for other tasks (eg who are engaged in child-related work as a paid employee of the Department of Education or as a contractor in the Assisted School Travel Program) are required to meet National Criminal Records Check requirements to determine their suitability for employment or engagement.
- 3.4 From 15 June 2013, a new process is in place for conducting the National Criminal Records Check.
- 3.5 Subject to conditions, a person may meet National Criminal Records Check requirements through a declaration process.

4. Responsibilities and delegations

- 4.1 As an employer, Macquarie Conservatorium has a responsibility to take reasonable steps to ensure that all persons to be employed or engaged in child-related work in the organisation are suitable for child-related work.
- 4.2 Human resources areas, directors and managers are responsible for ensuring that recruitment processes within their area/s of responsibility are consistent with the Working with Children Check Policy and the Working with Children Check Procedures.
- 4.3 This includes ensuring that all persons who are required to either obtain a Working with Children Check Clearance or provide a Working with Children Check Declaration (as referred to in section 3.2 of the Working with Children Check Procedures) have met the relevant requirement, prior to commencing employment or engagement.
- 4.4 Office Manager, Human resources areas (and other recruiting areas as applicable) are responsible for records management, including keeping relevant Working with Children Check and National Criminal Records Check documents for five years after the employment or engagement has been completed, or longer if required (for example, if the recruitment or engagement action has been the subject of legal action); and for disposing these documents thereafter in a secure manner (for example, shredding).

5. Monitoring, evaluation and reporting requirements

- 5.1 The Director, Office Manager, or nominee, is responsible for the periodic review and revision, as appropriate, of the Working with Children Check Policy and the Working with Children Check Procedures.

5.2 Management Board members, the Director / Office Manager are responsible for ensuring / maintaining records of the status of each position within their area/s of responsibility (i.e. whether a position is child-related) and for reviewing these periodically to ensure consistency with policy and procedural requirements.

6. Contact

6.1 Enquiries in relation to the Working with Children Check Policy and the Working with Children Check Procedures should be referred to the Director in the first instance.

Associated Documents:

- Complaint Procedure for Allegations of Child Mistreatment or Abuse
- Protecting and supporting children and young people Policy

Reviewed and approved by Macquarie Conservatorium Board: 29 March 2022