



# Black Hill Primary School

## Working With Children Register Procedure

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### Help for non-English speakers:

If you need help to understand the information in this policy, please contact the school on

03 53324544

### Purpose:

As of the 1<sup>st</sup> January 2008, all schools are required to comply with the Working with Children Act 2005, and ensure that all persons involved in 'child related work' has a current WWCC.

To ensure compliance with the requirements of the Minimum Standards for school registration, including the Child Safe Standards, Black Hill Primary School maintains a register of all employees, volunteers and visitors (including contractors) Working with Children Clearance (WWCC) details, where they are required to have one under the *Worker Screening Act 2020* or under our school or department policies.

The register includes each person's:

- name
- card number
- clearance number
- expiry date
- date the check was last verified
- volunteer/employee status

This procedure outlines how our school maintains this register. It also outlines the required process for entering WWCC and Victorian Institute of Teaching (VIT) registration information onto eduPay.

### VIT registration and WWCC requirements

All employees of Black Hill Primary School employed to undertake teaching duties must be registered with the VIT. This includes Casual Relief Teachers (CRTs). Staff with VIT registration do **not** also require a WWCC.

All employees of Black Hill primary School employed as education support staff or in roles that are non-teaching roles must have a current WWCC (unless they have VIT registration).

Employee VIT registration and WWCC details must be recorded in eduPay. Procedures for staff to enter VIT registration and WWCC details into eduPay are set out in the [Update Victorian Institute of Teaching and Working With Children Check card details](#) quick reference guide.

All volunteers and visitors (including contractors or staff placed through agencies/third parties) who are engaged in child-related work or are required to have a WWCC under our school's Volunteers or Visitors policies will be required to provide evidence of a current WWCC.

Employee, volunteer and visitor WWCC details will be recorded in our WWCC Register.

Any employee, volunteer or visitor who does not have a current satisfactory WWCC or VIT registration where required under this procedure, will be removed from their duties until such time as they provide satisfactory evidence of their clearance.

### **WWCC Register**

Our school maintains the WWCC Register in edupay and also stored on our digital data base- User Drive under Governance / Induction.

#### **Adding new employees, volunteers and visitors to the WWCC Register**

Black Hill Primary School Business Manager and administrative staff are responsible for sighting, verifying and recording WWCC information for any new employee, volunteer or visitor through the induction process.

1. Record the relevant WWC card details in the WWCC electronic folder, recording the person's first name and surname and WWCC number and expiry date.
2. Ensure the WWCC card type is correct (Employee or Volunteer)
3. Request that the employee, volunteer (or visitor if engaged to work at the school on a regular basis) access their [MyCheck account](#) to update their details to include the name of the school
4. Retain a copy of any documentation sent by the Department of Justice and Community Safety (such as the letter of confirmation for employees and any volunteers or contractors who have listed the school on their WWCC details), and records of any other child safety suitability checks (such as reference checks) in the employee file or relevant file for visitors and volunteers WWCC information.

#### **Ongoing maintenance of the WWCC Register**

If the employee, volunteer or visitor has entered the school details into their card account, the Department's Employee Conduct Branch will be contacted by the Department of Justice and Community Safety about any changes to the card status, who will in turn contact the school. By law, the card holder must also inform the school in writing of any subsequent exclusion notice they receive. Black Hill Primary School will;

1. At the beginning of each school year, Black Hill Primary School's Business Manager and Office Manager run another check of the WWC Status register to check if there have been any changes to a person's WWCC status
2. Where a person's WWCC status has changed to indicate a concern (eg expired, suspension or revocation of clearance) the principal will be informed so that immediately steps are taken to ensure the person is removed from their duties until such time as they provide satisfactory evidence of their clearance.
3. At the same time as running the check, WWCC cards that are due to expire during the year will be recorded
4. Where the check is expiring during the year, the school will contact the WWCC holder to remind them that their WWCC is due to expire and to request updated information once it has been renewed

- When the updated information is provided the information is entered into the WWCC Register and verified

### Employee VIT or WWCC information on eduPay

Upon engagement of a new employee Black Hill Primary School Business Manager will follow the [eduPay User Guide: School Appointments](#) to ensure they are properly entered into eduPay (regardless of whether they are Department or school council employees) including:

- checking that employees have been entered correctly as either a teacher (if they are performing teaching duties) or education support staff, and that valid and current VIT registration or WWCC information (as applicable) has been entered into eduPay by the staff member
- for employees who have entered WWCC information, checking that the card type is entered as 'Employee' and verifying the WWCC details through the process outlined above.

VIT registration status is verified and monitored through a centralised process between VIT and the Department of Education and Training and our school will be informed by the Department of any change to VIT registration status that requires action.

### RELATED POLICIES AND RESOURCES

- Visitors Policy
- Volunteers Policy
- Child Safety and Wellbeing Policy
- Child Safety Code of Conduct

Department policies:

- [Child Safe Standards](#)
- [Contractor OHS Management](#)
- [Recruitment in Schools](#)
- [Suitability for Employment Checks](#)
- [Visitors in Schools](#)
- [Volunteers in Schools](#)
- [Working with Children Checks and other Suitability Checks for School Volunteers and Visitors](#)

### Monitoring and review

This policy will be monitored and reviewed by the staff, school council, student representatives **every three years**.

<b>Created date</b>	<b>August 2015</b>
<b>Consultation</b>	Staff, Parents, Black Hill Primary School Council Sub-Committee and Wellbeing leadership Team
<b>Endorsed by</b>	Black Hill Primary School Council and school principal
<b>Endorsed on</b>	August 2023
<b>Next review date</b>	August 2026

References: <http://www.eduweb.vic.gov.au/hrweb/employcond/res/crimcheck.htm>

Must be in conjunction with DET policy:

<https://www2.education.vic.gov.au/pal/suitability-checks/policy>