

# WAIKOWHAI INTERMEDIATE SCHOOL POLICE VET FOR EMPLOYEES POLICY

## Rationale

The Board of Trustees is responsible for taking reasonable measures to protect students from harm (NAG5), and to ensure that all employees maintain proper standards of integrity and conduct (State Sector Act 577A).

## Purpose

- To ensure that the school is and remains a safe environment for all stakeholders.
- Police vetting is a screening process, not a selection criteria.

## Guidelines

1. The Board will use the vetting process set up by the New Zealand Teacher's Council.
2. All registered teachers have already been vetted through the registration and provisional registration process.
3. On employing a new staff member, other than a registered teacher, a position will not be unconditionally confirmed until the vet is completed.
4. At the recruitment stage, if a police vet raises issues pertaining to the appointment, Waikowhai will examine the totality of the record to determine if it (at its utter discretion) should disqualify an applicant. This should include among other things:
  - a). how long ago the conduct occurred and the circumstances surrounding the conduct in question.
  - b). the age of an individual at the time of the offence.
  - c). societal conditions that may have contributed to the nature of the conduct.
  - d). the probability that an individual will continue the type of behaviour in question.
  - e). the individual's commitment to rehabilitation and to changing the behaviour in question.
5. applicants must be treated fairly and have their privacy protected. Any issue should involve the applicant and the appropriate agency from which the information is received.
6. unacceptable offences as a general rule include, past history of sexual abuse of children, conviction for any crime in which children were involved, history of any violence or sexually exploitative behaviour or previous convictions relating to fraud.

Passed by the Board of Trustees: \_\_\_\_\_

Chairperson: \_\_\_\_\_

Signature: \_\_\_\_\_

Review Date: \_\_\_\_\_