



## **NAG 3 - Policy**

# **Teachers' Registration, Police Vetting and Safety Checks of Teachers and Non-teachers**

### **Rationale**

All teachers and principals employed by Kamo Primary School for more than ten days must be registered by the Teaching Council of Aotearoa New Zealand, and a safety check must take place by the school. Teachers are responsible for renewing their registration every three years. The cost of this is not met by the school. All non-teaching staff will be safety checked, which includes police vetting. Visit <https://teachingcouncil.nz> for the necessary documentation and guidelines.

### **Purpose**

- The Vulnerable Children's Act 2014 requires safety checks to be carried out on all core and non-core education workers.
- Ensure Kamo Primary School is a safe environment for all stakeholders.
- Police vetting is a screening process, not a selection criteria.

### **Guidelines**

- The Board of Trustees will use the vetting process set up by the Teaching Council of Aotearoa New Zealand.
- All registered teachers have already been vetted throughout the registration and provisional registration process. However it is important to check on teacher registration status.
- On employing a new staff member (other than a registered teacher) a position will not be confirmed until the police vetting and safety check have been completed. Any offer of employment shall be conditional upon Kamo Primary School receiving confirmation that the candidate has been subject to requisite police vetting and no issues have been identified in respect of the candidate that may disqualify them from employment at Kamo Primary School.
- At the recruitment stage, if a police vet raises issues pertaining to the appointment, Kamo Primary School will examine the totality of the record to determine if it should disqualify an applicant. This should include:
  - (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.
- Applicants have to be treated fairly and have their privacy respected. Any issue should involve the applicant and the appropriate agency from which the information is received.



Learning for the future

Ahuwhenua – Manaakitia – Mana Motuhake – Manawanui – Aroha

## Kamo Primary School

- Offences that are not acceptable 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.
  - previous convictions relating to fraud and drug related offences.

Police vetting, safety checks, and checking of teacher registration ensures safety and security for all stakeholders of Kamo Primary School.

Signed: .....  ..... Principal

Signed: .....  ..... BoT Chairperson

Reviewed: Term 2, 2021

Review date: Term 2, 2024