

MINISTRY OF EDUCATION

TE TĀHUHU O TE MĀTAURANGA

into my school or kura?



New Acts have come into force, which interact with existing legislation, that schools and kura need to know about. This resource gives an overview of the safety checking and Police vetting requirements (if any) of the Education Act 1989, the Vulnerable Children Act 2014 (VCA) and the Health and Safety at Work Act 2015 in relation to the adults coming into your school or kura.

Vhat is the person's relationship vith our school?	Education Act 1989 Police vetting requirements		Vulnerable Children Act 2014 safety checking requirements		Health and Safety at Work Act 2015 requirements
They are employed or engaged by the Board as a member of staff. E.g. Teacher, Teacher Aide, Support staff, Caretaker, Relieving Teacher*	A Police vet is required The Police vet undertaken by the Education Council for a teacher's practising certificate and the Education Act's requirement to Police vet non teaching and unregistered employees meet the Police vet requirement of a VCA safety check.	New staff	Core workers from 1 July 2015	Safety check: Police vet Identity check Interview (for new staff) Work history (for new staff) Referee check (for new staff)	No additional Police vetting or safety checking requirements.
			Non core workers from 1 July 2016		
		Existing staff	Core workers by 1 July 2018		
			Non core workers by 1 July 2019		
They are a student* on practicum.	No requirement		 Boards are legally responsible under the VCA to ensure trainees have been safety checked. Risk Assessment Keep a record 		
They are engaged as a contractor to work in my school but they do not work with children.	The Education Act specifies that a Police vet is required if the person is likely to spend unsupervised (as defined in the Act) time with children	No requireme	No requirement		No additional Police vetting or safety checking requirements.
E.g. Plumber, electrician, carpenter, construction worker, other contractor.	during normal school hours.				
They work in my school with children but I don't employ them.	No requirement People who work in your school but who are employed or engaged as a children's worker by another organisation should be safety checked by their employing organisation. You may wish to confirm with the person's employer that a safety check has been completed, in line with the requirements and time lines of the VCA, for people who do work in your school.				
E.g. Dental therapist, RTLB, RTLit, PLD provider, Court appointed Lawyer, private tutors or agency staff such as SWiS, ERO, Ministry of Education or Ministry of Health staff.		, lines of the VCA, for people who do work in your school.			
They are a Volunteer.	No requirement	No requireme			No additional Police vetting or safety
E.g. canteen worker, breakfast club, parents, camp volunteers etc.		you to do so a	A your school is not legally required to safety chas best practice, especially if the person is a regular contact with children. A Police vet, as part of leck.	checking requirements.	
They don't fit into any of the categories above.	No requirement	No requireme	ent		
E.g. parents or visitors on site (with the Board's consent) etc.					

^{*} Download Implementation of the Vulnerable Children Act 2014 in schools - Overview of requirements of the Act and other resources: http://www.education.govt.nz/safety-checking-workers-and-child-protection-policy-for-schools-and-kura

- Safety checking new and existing employees
- Safety checking trainees on practicum
- Safety checking relieving teachers

Safety checking requirements can be found in Section II and III of the Vulnerable Children Act 2014. http://www.legislation.govt.nz More information about safety checking can also be found on the Children's Action Plan website at http://www.childrensactionplan.govt.nz