

R3b - Police and Working with Children Check Requirements

The Police and Working with Children Check (WWCC) aim to protect children by:

- Eliminating people from applying to work with children where they have a relevant charge or conviction on their criminal record that indicates they may harm a child;
- Detecting new charges and convictions of those people who hold a current WWCC and preventing them from continuing to engage in child-related work where their criminal record and behaviour indicates they may harm a child; and
- Creating awareness that child safety is a whole of community responsibility.

Global Interaction considers that child-related work should not be limited to work related situations but must include direct and unsupervised contact with children.

Obligations

These requirements apply to all Global Interaction team members - inclusive of intercultural workers, Australian based staff, Board Members, Global Xposure teams and work parties, short-term workers, volunteers, consultants, and any others who may be representing Global Interaction.

All team members applying for any position (paid or voluntary) with Global Interaction must provide a WWCC or State/Territory equivalent and, in most instances, a Police Check. This must be provided prior to commencement of service. All Team Members are expected to maintain a valid WWCC.

All team members are required to have a WWCC or State equivalent for employment, according to their State or Territory regulation. National staff who work across states/territories may be required to apply for a WWCC for other states/territories. Please check the exemption criteria for each State/Territory.

Any adverse information reported via a WWCC or Police Check will be reviewed by the Child Protection Officer, and brought to the attention of the Board, where appropriate.

NATIONAL POLICE CHECKS

All national staff members and volunteers, intercultural workers (short or long-term); and volunteers or visitors to overseas locations are required to have a National Police Check on commencement with Global Interaction.

Staff and volunteers may be asked to renew their police checks at any time.

Intercultural workers are required to renew their National Police Check, with Global Interaction listed as their employer, during each period of home assignment.

Volunteers participating in consecutive international trips need a Police Check no more than one year old.

Intercultural workers and volunteers *travelling internationally* are required to have a National Police Checks with the Australian Federal Police.

<https://www.afp.gov.au/what-we-do/services/criminal-records/national-police-checks>

Australian-based intercultural workers, volunteers and national staff are required to complete a National Police Check through <https://www.checked.com.au/>



All team members *not holding an Australian passport*, may be required to complete an International Police Check. <https://auspost.com.au/police-checks/international>

Working with Children Check (WWCC)

WWCC appropriate to the team member's home state/territory are required.

National staff and intercultural candidates and workers must list Global Interaction as their employer.

Volunteers must list Global Interaction as an organisation where they volunteer. If a volunteer already holds a WWCC, they can add Global Interaction as an organisation where they volunteer.

WWCC should have their validity maintained, so should be renewed prior to the expiry date. Intercultural workers must renew their WWCC within four weeks of their return to Australia for Home Assignment.

PROCEDURES

Team members' checks will be sighted and verified by the Administration and Collaboration Coordinators or People Coordinator. Any checks with disclosable offences will be provided to the Child Protection Officer to determine whether the person can engage in their role or not.

Team members' roles will not commence until relevant checks have been verified.

Application costs are to be covered in the following way:

Short-term workers and Global Xposure – self

Candidates - self

Intercultural workers – Global Interaction

National team members – Global Interaction

National team volunteers – Global Interaction

STATE/TERRITORY CHECKS

For information relating to State equivalent Working with Children checks, please go to:

NSW	Working with Children Check	5 years	https://www.service.nsw.gov.au/transaction/apply-working-children-check
SA	Working with Children Check	5 years	https://screening.sa.gov.au/types-of-check/working-with-children-check
QLD	Blue card	2 years	http://www.bluecard.qld.gov.au
NT	Working with children clearance (also called an Ochre Card)	2 years	https://nt.gov.au/emergency/community-safety/apply-for-a-working-with-children-clearance
ACT	Working with vulnerable people (WWVP)	5 years	https://www.accesscanberra.act.gov.au/app/answers/detail/a_id/1804/~/working-with-vulnerable-people-%28wwwvp%29-registration
WA	Working with Children Check (WWC check)	3 years	https://workingwithchildren.wa.gov.au/
TAS	Working with vulnerable people	3 years	http://www.justice.tas.gov.au/working_with_children
VIC	Working with Children Check (WWC check)	5 years	http://www.workingwithchildren.vic.gov.au/