



## WORKING WITH CHILDREN CHECK POLICY

### 1. Commencement of Policy

- 1.1 This Policy will commence from 1<sup>st</sup> January, 2020. It replaces all other Working with Children Check policies of Nunawading Amateur Basketball Association and Melbourne East Basketball Association, whether written or not.

### 2. Purpose

- 2.1 The Victorian Government has legislated that persons who work with children must undergo checks on their criminal records. Persons who have a conviction for a relevant criminal offence (sex, drug and violent offences) will be prohibited from working with children.
- 2.2 The Working With Children Act creates offences carrying very high penalties for non-compliance and those offences apply not just to the persons working with the children but to their supervisors, organisations employing them and Committee/Board members of organisations in which the people work with children.

### 3. Scope

- 3.1 The standards relate to organisations as a whole, not only the areas that work with children. This includes:
- Board of management/committee members
  - All paid staff (CEO, Executive, employees)
  - All volunteers (coaches, officials, administrators, scorers etc)
  - All students on placement
  - Any contractors that are engaged.
- 3.2 The Act also exempts parents where their children are playing in the team in which the parent is involved as a coach etc. Also exempt are adults where all children in a team are closely related to the person. **However, NABA and MEBA will not recognise these exemptions and will require those parents or close relatives to have Working With Children Checks.** This is in line with most sports and this sort of measure has the support of the Working With Children Office.
- 3.3 The Working With Children Checks will last for 5 years.

### 4. Exemptions

NABA and MEBA endorses the following exemptions from the legislation and it will recognise that Clubs and Associations shall not require the following individuals to apply for a Check (subject to appropriate proof being sighted and recorded):

- Sworn Members of Victoria Police;
- Teachers registered with the Victorian Institute of Teaching (still required to sight the VIT registration and confirm online at [www.vit.vic.edu.au](http://www.vit.vic.edu.au))
- Persons under the age of 18.

## References – External

The Working with Children Act 2005 [www.workingwithchildren.vic.gov.au](http://www.workingwithchildren.vic.gov.au)

The Department of Health & Human Services [www.dhs.vic.gov.au](http://www.dhs.vic.gov.au)

The Commission for Children and Young People [www.ccyp.vic.gov.au](http://www.ccyp.vic.gov.au)

## 5. Variations

5.1 NABA and MEBA reserves the right to vary, replace or terminate this Policy from time to time.

## Workplace Participant acknowledgment

*I acknowledge that I:*

- have read and understood the Working With Children Check Policy;
- will comply with the Policy; and
- will likely have my employment contract or contract for services terminated if I breach the Policy.

Your name:

Signed:

Date:

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