

FACTSHEET 1

Child Protection Policy Advisory Service

Vulnerable Children's Act 2014 Safety Checking



What is Safety Checking?

Safety Checking is the process by which employers 'vet and screen' potential employees to ensure that staff are recruited who are safe to work with children.

What does safety checking involve?

- Identity verification – proof that people are who they say. Checking former identities
- Information verification – police checks, qualifications and registration bodies
- Risk assessment – thorough analysis of information through formal interview, reference checks and other processes
- Periodic re-assessment – every three years

Why is safety checking necessary?

It is imperative that those employed to work with children are safe to do so. Having a clear and robust process to ensure the safe employment of staff reduces the risk of employing someone who may wish to harm a child or may not be appropriate to work with children.

According to the Vulnerable Children's Act, who is required to be safety checked?

Everyone in the children's workforce employed (or contracted) by central government to deliver services to children will be subject to screening and vetting. Those contracted or funded by local government will be required to be safety checked at a later date.

What is the timeframe for standard safety checks?

The expectation is that all new employment contracts will adhere to the guidelines, however requirements for standard safety checking do not come into force immediately, and will be phased in over several years.

Child Matters offers a policy advisory service to assist with your organisation's child protection policy at any stage from inception to implementation and beyond

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