

Dimboola Memorial Secondary College

STAFF REGISTERS POLICY



Statement:

Dimboola Memorial Secondary College believes that the safety of children is of paramount importance and as such, has a zero tolerance of child abuse. Duty of care extends to protecting all children from child abuse. (Ministerial Order 870)

Rationale:

In order to comply with DET standards and requirements the school will maintain the following Registers in relation to training, qualification and suitability of employment to undertake certain duties:

Aims:

- To ensure that all employed staff are suitable to teach or work in a school setting
- To provide a system for the recording and monitoring/updating of staff qualifications
- To provide documentation to assist The Teacher In Charge in the identification of suitably qualified staff when planning incursions, excursions and camps.

IMPORTANT INFORMATION

All practicable steps will be taken to ensure that a staff member's suitability for the role will be examined prior to appointment/commencement. This will include:

- Checking the public portal of VIT for current registration or any limitations
- Ensuring the Child Safe Referee's Template is completed (teaching staff)
- Speaking with Senior Education Improvement Leaders (SEILs) re any other employment issues

Register of all staff

Dimboola Memorial Secondary College will keep an electronic and hard copy Register of the following qualifications of Teaching and Education Support Staff.

- The Register will include dates for renewal of qualifications.
- A hard copy of the Register will be kept in a secure location in the Principal's office.
- An electronic copy will be available on U drive on the Administration computers.
- Copies of all documentation will be kept in a Registration Folder in a secure location.

Victorian Institute of Teaching registration:

- Current registration is required by all Teacher and Principal Class members, including Casual Relief Teachers.
- It is the responsibility of the Principal to ensure prior to employment, that all prospective new employees are compliant with VIT registration.
- It is the responsibility of each Teacher and Principal Class member to ensure that his or her registration is current. This information can be accessed by visiting MyVIT at <http://www.vit.vic.edu.au>
- Any Teacher or Principal Class member whose registration lapses or is suspended will be removed from their duties as they have no registration to teach and may have no current WCC.
- Provisionally registered Teachers must meet the VIT requirements to gain Full Registration within the time frame set out by the VIT.

Working with Children Check:

A current satisfactory Working with Children Check E (Employment) is required by all Education Support Staff, including Casual ES Staff and any workers based at our school (even if not employed by the school such as the CRE Instructors, Regional Staff). A current satisfactory Working with Children Check V (Volunteer) is required by those volunteers whose work is unsupervised by classroom teachers. It is the responsibility of the Principal to ensure prior to employment that any prospective new employees are compliant with their WWC Check. (Note if a person is registered with the VIT this replaces the requirement for a WWC Check).

WWC Checks are valid for 5 years from the date of issue. It is the responsibility of each ES Staff member, and other workers and volunteers to ensure that their registration is current. This information can be accessed by visiting <https://online.justice.vic.gov.au/wwccu>

Eight weeks prior to the WWC Check expiring, a pre-populated renewal application form will be sent to the cardholder.

Any worker or volunteer who does not have a current satisfactory Working with Children Check will be removed from their duties.

First Aid and Anaphylaxis Qualifications

The school maintains a Register for First Aid and Anaphylaxis qualifications for all staff. The OHS Coordinator will maintain the register.

Occupational Health & Safety Competencies

A spreadsheet of OHS Competencies will be included as part of the Register. The OHS Nominee will maintain the register with regard to:

- OHS training
- Child Protection Reporting
- Workplace Harassment training
- Other DET mandated training
- Other relevant qualifications/training (E.G – Bus License)

Evaluation

This policy was last ratified by School Council in March 2020 and is due for review in March 2021.

<http://www.vrqa.vic.gov.au/childsafepages/resources.html>