

POLICE VET FOR EMPLOYEES

Reviewed May 2014 (Tracy/Donal) Reviewed June 2016 (Donal McLean; Richard White)

ACTION

To ensure that the school is a safe environment for all stakeholders.

GUIDELINES

1. The Board uses the vetting process set up by the New Zealand Teacher's Council/NZ Police.
2. All registered teachers have already been vetted through the registration and provisional registration process.
3. On employing a new staff member, other than a registered teacher, a position will not be confirmed until the vet is completed.
4. At the recruitment stage, if a police vet raises issues pertaining to the appointment, Fruitvale will examine the totality of the record to determine if it should disqualify an applicant. This should include:
 - a. How long ago the conduct occurred and the circumstances surrounding the conduct in question.
 - b. The age of an individual at the time of the offence.
 - c. Societal conditions that may have contributed to the nature of the conduct.
 - d. The probability that an individual will continue the type of behaviour in question.
 - e. The individual's commitment to rehabilitation and to changing the behaviour in question.
5. Applicants have to be treated fairly and have their privacy respected. Any issue should involve the applicant and the appropriate agency from which the information is received.
6. Offences not acceptable include: past history of sexual abuse of children, conviction for any crime in which children were involved, history of any violence or sexually exploitative behaviour, previous convictions relating to fraud and drug-related offences.
7. Police vetting is a screening process, not a selection criteria.