

Child Protection Policy

The current NSW legislation that outlines SIBT's responsibilities is the *Commission for Children and Young People Amendment Act 2005*.

SIBT has a responsibility to the children placed in its care to ensure that they are protected while in care, from any type of abuse. People, who have committed serious sex offences against children or adults, or serious physical assault, kidnap or murder offences against children, are prohibited persons. Prohibited persons are prevented from working in child-related employment.

SIBT will obtain a Prohibited Employment Declaration, a Working with Children Background Check Consent and sufficient original documents to support their identity, from any person who is a preferred applicant for employment in either a paid or unpaid position that primarily involves direct contact with children when direct contact with children is an essential requirement for the job. SIBT will also undertake structured referee checks for all applicants considered for appointment to positions in child-related employment.

SIBT will carry out a Working with Children Background Check through the NSW Department of Education and Training, an Approved Screening Agency and will notify the Commission for Children and Young People of any decision not to engage a person as a result of the employment check or as a result of a relevant employment proceeding.

The Working with Children *Advice to employers – results of background check* letter must be received from the NSW Department of Education and Training, prior to the commencement of employment. If SIBT needs to employ a person urgently and it is not practicable for the Working with Children background check to be undertaken prior to commencement of employment, the employee must complete a Prohibited Employment Declaration and will be informed that their ongoing employment is conditional upon the satisfactory outcome of the Working with Children background check. SIBT will remove any minors from the employee's class and place them in another class where the teacher has approval. An application for the clearance check will be lodged immediately and minors will only be placed in the employee's class following clearance.