



Scouts Australia NSW
 Level 1, Quad 3
 102 Bennelong Parkway
 Sydney Olympic Park NSW 2127
 ABN 42 460 434 054

PO Box 125
 Lidcombe NSW 1825

Tel: (02) 9735 9000
 Fax: (02) 9735 9001

info@nsw.scouts.com.au
 www.nsw.scouts.com.au

To All Leaders in NSW,

The New Working with Children Check

I am writing to you to provide an update on the new Working With Children Check which was introduced in New South Wales earlier this year.

The new Working With Children Check covers more people, is more comprehensive and provides better protection for children. The new model is also consistent with other state and territory checks, giving the starting point for a National Working With Children Check.

A Working With Children Check involves a national police check and review of findings of misconduct involving children, and the result is either a clearance to work with children for five years, or a bar against working with children.

A check is a prerequisite for anyone in child-related work, but it is not the only resource available to Scouts Australia NSW to keep our youth members safe. We have developed a series of policies to foster a safe and secure environment for our youth members and to guide our Leaders in adopting behaviours that are consistent with the Association's expectations, e.g. the Code of Conduct for Adults in Scouting or the Two Deep Leadership Policy. These policies can be found on the Scouts NSW Website under Leader Support Guides.

Some of the main differences between the previous and the new Working With Children Checks are set out in the following table:

New Working With Children Check	Previous Working With Children Check
Lasts for five years, is portable and renewable.	Check is valid only for one position – need to obtain Check for every new job.
Outcome is bar or clearance – makes it easy for employers to recruit safely.	Outcome is bar, clearance or advice to employer about the level of risk
Child-related volunteers, paid workers and self-employed people subject to same Check (unless they are exempt from this Check).	Volunteers, paid workers and self-employed people subject to different levels of checking.
Cleared applicants are subject to continuous monitoring for new NSW criminal and disciplinary records.	No further record checking once Check is completed; only when a new Check application is submitted for a new job.
Individual applies for his or her own Check.	Employer applies on behalf of the individual for a Working With Children Check.
High risk people are barred and cannot be hired to work with children, paid or unpaid.	Opportunity for employers to engage high risk individuals at their discretion.
Accesses full national criminal history.	Can assess only a subset of criminal records.

be prepared...
 for *new adventure*

Volunteers with Scouts Australia NSW do not currently require the Working With Children Check which is different from a Police Record Check which we have been conducting on Leaders for many years. However under the new legislation Leaders will be required to undergo the Working With Children Check but this will not commence until after the 1st January 2015. After 1st January 2015 Leaders will need to apply for their own Check by completing an online application form and submitting it together with your proof of identity to a NSW motor registry or NSW Council Agency that offers RMS services. The new Check costs \$80.00 for paid employees but for volunteers the Check is free. We will provide you more detailed guidelines for obtaining your Check in the latter part of 2014. Please do not attempt to obtain your Check before January 2015, unless you are required to obtain the Check in your paid or other unpaid child-related role(s).

As with other states, the NSW Working With Children Check allows parents to volunteer in activities that involve their own children without a Working With Children Check clearance. This is to encourage parents to be involved in their children's lives and participate with them in activities. Whilst we will continue to have parents complete a Working with Children Check Declaration Form (we currently ask parents to complete a Volunteer/Student Declaration – Form M5) when their child joins Scouts we will not be completing a clearance Check on them.

The Volunteer/Student Declaration is no longer active but the Office of the Children's Guardian is still to produce a similar form for use with the new Working With Children Check. We are currently reviewing the current Volunteer/Student Declaration with the view to coming up with an acceptable form to use pending introduction of the Office of the Children's Guardian form. We hope to have our version of the form out to you shortly but in the interim please continue to use the current Volunteer/Student declaration.

If you have any questions about the new Working With Children Check please contact our Human Resources Advisor, Buffy Gilbert at the State Office on newcheck@nsw.scouts.com.au.

Yours in Scouting



Doug Menzies
Chief Commissioner
1st October 2013