

Child Safe Environment Procedures

Section 1 - Purpose and scope

- (1) These procedures are intended to be read in conjunction with, and enable the implementation of the University's [Child Safe Environment Policy](#).
- (2) These procedures apply to all University staff, students and volunteers in NSW or QLD.
- (3) These procedures apply to physical, online, digital and remote environments.
- (4) Staff, students and volunteers outside of NSW and QLD should refer to: [Working with Children Checks —National Obligations](#), and contact People and Culture in order to ensure that working with children requirements specific to their State or Territory have been met.
- (5) If a staff member, student or volunteer is engaged in Child-Related Work in both QLD and NSW, both a Working with Children Clearance and a Blue Card will be required, unless a state based exemption applies.

Section 2 - Who needs to apply for a Working with Children Clearance or Blue Card?

NSW

- (6) The University requires all NSW based University staff, students and volunteers who have face-to-face contact with children or who work within a Designated Child-Related Sector in the course of their employment or studies, to hold a current Working with Children Clearance.
- (7) Designated Child-Related Sectors that may be relevant include, but are not limited to:
 - a. child development and welfare services, including mentoring and counselling services for children;
 - b. children's health services, including health education services, allied health and alternative health care services (note: Work as a student in a clinical placement in a hospital or other health service does not require a Working with Children Clearance under the Regulation due to an adequate probity checking mechanism already in place for such placements through NSW Health);
 - c. work in schools or other educational institutions (other than Universities) or in the tuition of children (note: where University staff or affiliates have direct contact with University students under the age of 18, this is not regarded as child-related work under the Act);
 - d. clubs or other bodies providing cultural, recreational, sporting or other community services primarily for children for children;
 - e. disability services;
 - f. early education and childcare;
 - g. work in the provision of entertainment services on a commercial basis primarily for children; and
 - h. work at residential services for children or overnight camps for children.

(8) A complete list of Child-Related Sectors can be found in the NSW [Act](#).

(9) Researchers, and other workers who have access to children's confidential information of a sensitive nature may require, with approval of the Office of the Children's Guardian, a Working with Children Clearance, even if they do not have face-to-face contact with children. This will form part of the Human Research Ethics approval process.

(10) Limited exemptions apply (see Section 3 for further information).

QLD

(11) The University requires all QLD based University staff, students and volunteers to obtain a Blue Card if they work, or are likely to work, in Regulated Employment for more than seven days in a calendar year.

(12) Categories of Regulated Employment that may be relevant, include but are not limited to:

- a. education, care services and similar employment;
- b. clubs and associations involving children;
- c. health, counselling and support services;
- d. private teaching, coaching or tutoring;
- e. education programs conducted out of schools; and
- f. sport and active recreation.

(13) A complete list of categories of Regulated Employment can be found in the QLD [Act](#).

(14) Limited exemptions apply (see Section 3 for further information).

Section 3 - Exemptions

NSW

(15) In NSW the following are exempted under the Act, from being required to apply for a Working with Children Check :

- a. children;
- b. administrative, clerical, maintenance or ancillary workers not ordinarily involved with children for extended periods;
- c. a worker undertaking very short term work, for a period of not more than a total of 5 working days in a calendar year, providing the work involves minimal direct contact with children or is supervised when children are present;
- d. a worker undertaking very short term work as a visiting speaker, adjudicator, performer, assessor or other similar visitor for a one-off occasion, in the presence of one or more other adults;
- e. co-workers and supervisors where a child works;
- f. interstate visitors working or volunteering in any Child-Related Work for up to 30 days per year, if the person holds an interstate Working with Children Clearance or is exempt from the requirement to hold such a clearance in their home jurisdiction;
- g. health practitioners working in NSW from outside of the State for up to 5 days in any three month period; and
- h. health practitioners who do not ordinarily treat children without other adults present.

QLD

(16) In QLD the following are exempted under the Act, from being required to apply for a Blue Card:

- a. teachers that are registered with the QLD College of Teachers and Police Officers are not required to hold a Blue Card. They must however, apply for an Exemption Card from Blue Card Services;
- b. registered Health Practitioners if the work they are doing relates to their function as a registered health practitioner; and
- c. Australian lawyers working in legal practice under the [Legal Profession Act 2007](#).

(17) There are other exemptions that are category specific and some people who are exempt under one category may require a Blue Card under another category. Further information about exemptions is available from the [Blue Card Services website](#).

(18) Exemptions differ between States and require individual assessment.

(19) Evidence of approved exemption/s need to be provided by the staff, student or volunteer as relevant to People and Culture of the Head of Work Unit prior to engaging in any work with children.

(20) Exemptions do not apply if online unsupervised contact occurs.

Section 4 - Applying for a Working with Children Clearance or Blue Card

NSW

(21) Staff, students and volunteers in NSW are required to submit an online [Application for NSW Working with Children Check](#). Once the application has been submitted they will be issued with an application number (APP number), which they need to take along with proof of identity to a [Service NSW](#) Centre.

(22) Most people are emailed their result within four weeks. The email will contain a Working with Children Clearance number (WWC number). Staff and students are required to advise the University of their WWC number (see Section 6 of these procedures). Volunteers are required to advise their direct supervisor of their WWC number.

QLD

(23) Staff, students and volunteers undertaking Child-Related Work in QLD are required to submit an [online Blue Card \(or exemption card\) application form](#).

(24) Blue Card Services will confirm an applicant's identity through a service with the Queensland Department of Transport and Main Roads.

(25) Applicants must not commence digital child-related work without clearance.

Section 5 - Timeframe for applying

(26) New staff that are taking up a position requiring a Working with Children Clearance/Blue Card, or existing staff transferring into a position requiring a Working with Children Clearance/Blue Card, must hold a current Working with Children Clearance/Blue Card before they start working in the relevant position.

(27) In NSW, if a paid employment Working with Children Check is in progress, the staff member may commence work with children, provided that they provide the APP Number to the University for verification.

(28) In QLD there is a strict "no card, no start" law.

(29) Existing staff who work with children, work within a Designated Child-Related Sector, in a Designated Child-Related Role, or in a Category of Regulated Employment, are required to apply for a Working with Children Check when advised to do so by the University.

(30) Existing staff undertaking new research which requires a Working with Children Clearance must hold a current Working with Children Clearance before commencing the research.

(31) All students undertaking new practical or professional placements or research that necessitates a Working with Children Clearance, will be required to apply for a Working with Children Check and obtain a Working with Children Clearance prior to the commencement of the professional placement or research.

(32) Individuals must immediately notify the University if the WWCC or Blue Card is suspended or subject to disciplinary action.

Section 6 - Verification and recordkeeping

NSW - Staff

(33) People Services will be responsible for the verification of Working with Children Clearances for staff. The verification is made online through the [Office of the Children's Guardian](#) website, by entering either the relevant Working with Children Check number, or the date of birth and surname of the applicant.

(34) The University will record for annual audit purposes:

- a. full name of the applicant (including first, middle and last name);
- b. date of birth;
- c. WWC number or APP number;
- d. verification date;
- e. outcome of the verification (clearance, barred, interim barred, not found);
- f. expiry date; and
- g. status (worker or volunteer).

(35) These records will be held by the People Services team in a centralised and confidential database as privacy legislation. Retention of records align to legal requirements (7 years).

(36) Staff members may not verify their own clearance.

NSW – Students and volunteers

(37) The Faculty Professional Experience Team Leader or other relevant delegate within the work unit, will be responsible for the verification of Working with Children Clearances for students and volunteers.

(38) For students, the verification is made online through the [Office of the Children's Guardian website](#), by entering the relevant Working with Children Check number (WWC number), date of birth and surname of the applicant.

(39) For volunteers the verification is made online by People Services, at the request of the relevant delegate, and the result of the verification will be provided by People Services to the relevant delegate for record keeping purposes.

(40) The Faculty Professional Experience Team Leader (for students) or other relevant delegate (for volunteers) will record for annual audit purposes:

- a. full name of the applicant (including first, middle and last name);

- b. date of birth;
- c. WWC or APP number;
- d. verification date;
- e. outcome of the verification (clearance, barred, interim barred, not found); and
- f. expiry date.

(41) These records will be kept on a centralised confidential database within the work unit.

(42) Students and volunteers may not verify their own Working with Children Clearance.

QLD - Staff

(43) People Services, will be responsible for the verification of Blue Cards for staff.

(44) The verification is made by sighting the Blue Card and the applicant or card holder's photo identification (making sure that the signature and photographs match) and completing an online check of the card. The Blue Card and photo identification may be provided in the form of a scanned electronic copy.

(45) If the staff member already has a Blue Card or has an application is in progress, People Services will complete an online [Link a Person to the Organisation Form](#).

(46) If the staff member leaves a position for which they have held a Blue Card, People Services will complete an online [De-Link a Person From Your Organisation Form](#).

(47) The University will record for annual audit purposes:

- a. full name of the applicant (including first, middle and last name);
- b. date of birth;
- c. Blue Card number;
- d. verification date;
- e. outcome of the verification (granted, application lodged, not found);
- f. confirmation that the card holder's photo identification has been sighted and signature and photograph match the Blue Card;
- g. expiry date;
- h. date the Blue Card renewal form is to be submitted (4 months from expiry)
- i. status (worker or volunteer); and
- j. confirmation that Link a Person to the Organisation Form has been lodged with Blue Card Services.

(48) These records will be held by People Services in a centralised and confidential database.

(49) Staff members may not verify their own Blue Card.

QLD – Students and volunteers

(50) The Faculty Professional Experience Team Leader or other relevant delegate within the work unit, will be responsible for the verification of Blue Cards for students undertaking professional placements necessitating Child-Related Work and volunteers. The verification is made by completing an online check of the Blue Card number.

(51) The University will complete an online [Link a Person to the Organisation Form](#).

(52) When the student completes their professional placements the University will complete an online [De-Link a Person From Your Organisation Form](#).

(53) The Faculty Professional Experience Team Leader (for students) or other relevant delegate within the work unit (for volunteers) will record for annual audit purposes:

- a. full name of the applicant (including first, middle and last name);
- b. date of birth;
- c. Blue Card number;
- d. verification date;
- e. outcome of the verification (clearance, barred, interim barred, not found);
- f. confirmation that the card holder's photo identification has been sighted and signature and photograph match the Blue Card;
- g. expiry date;
- h. date the Blue Card renewal form is to be submitted (4 months from expiry); and
- i. confirmation that [Link a Person to the Organisation Form](#) has been lodged with Blue Card Services.

(54) These records will be held by the relevant work unit in a centralised and confidential database.

(55) Students and volunteers may not verify their own Blue Card.

Section 7 - Recruiting staff

(56) The relevant hiring manager, in consultation with People and Culture, will determine if a position requires a Working with Children Clearance or Blue Card.

(57) If a position requires a Working with Children Clearance or Blue Card, it will be identified as such in the position description.

(58) All advertisements for positions which require a Working with Children Clearance or Blue Card will include the requirement for the successful applicant to apply for and obtain a Working with Children Clearance or Blue Card.

(59) In NSW an individual may only commence in a position which involves Child-Related Work if they hold a current Working with Children Clearance or their Working with Children Check application is in progress.

(60) In QLD there is a strict "no card, no start" law.

Section 8 - Placement of students

(61) Students who undertake a practical or professional placement which requires a Working with Children Clearance or Blue Card, must obtain a Working with Children Clearance or Blue Card prior to attending placement.

(62) Working with Children Checks are managed by the relevant work unit, by the Faculty Professional Experience Team Leader where applicable or other relevant delegate.

Section 9 - Working with Children Agreements

(63) Every student who attends a professional placement requiring them to undertake Child-Related Work are, before commencing any child-related work, required to read and sign a [Working with Children Agreement](#).

(64) Every member of staff or volunteer who is required to have face-to-face contact with children or who are otherwise required to hold a Working with Children Clearance and/or Blue Card are, before commencing any child-

related work, required to read and sign a Working with Children Agreement.

(65) The completion of Working with Children Agreements is to be managed by the relevant work unit, and signed Working with Children Agreements are to be kept by the relevant work unit in a centralised location for annual audit purposes.

Section 10 - Guidelines

(66) For further information regarding working with Children in NSW, see the [Office of the Children's Guardian](#) website.

(67) For further information regarding working with Children in QLD, see the [Old Government Blue Card Services](#) website.

(68) For further information about working with Children requirements outside NSW and QLD, see the following University information page: [Working with Children Checks - National Obligations](#) .

Status and Details

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