



WERRIBEE SECONDARY COLLEGE

STAFF REGISTER POLICY

Status: Approved

Date: 08/20

Review by: 08/23

Author:

WERRIBEE SECONDARY COLLEGE
DEPARTMENT OF EDUCATION AND TRAINING

WERRIBEE SECONDARY COLLEGE

GUIDING STATEMENT

Our Motto

Live worthily.

Our Vision

Werribee Secondary College is a leader in international education in the Victorian state education system. We implement the best quality educational practices evident throughout Australia and internationally.

The Werribee Secondary College community “lives worthily”. We are adaptable life-long learners, who are confident, creative and resilient individuals, empowered to shape the world in which we live.

Our Mission

At Werribee Secondary College we strive for success in students’ chosen endeavours.

The College community provides a safe and caring environment where each student is valued. We celebrate achievements, success and growth for all students. Our programmes equip students with the skills, knowledge and attitudes needed for the dynamic world after secondary education.

College leaders, teachers and support staff adopt evidence-based best practice to generate a progressive 21st century educational setting. We enhance learning and develop digital literacy through the purposeful use of emerging technology. With a focus on realising optimal outcomes for learners, staff commit to continuous improvement through ongoing targeted professional development, peer collaboration and reflection.

At Werribee Secondary College we nurture the values of respect, cooperation, honesty, integrity, confidence, perseverance, resilience and responsibility. Driven by these ideals, the College community embraces cultural and social diversity. Students develop a strong sense of personal identity and global citizenship, enabling different cultural groups to interact, learn from each other and grow together.

RATIONALE

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

AIM

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.

IMPLEMENTATION

Register of all staff

The 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 (First Aid etc.).
- A hard copy of the Register will be kept in a secure location in the administration offices.
- An electronic copy will be available on the Administration Drive.
- Original copies of all documentation will be kept in a Registration Folder in a secure location.

Victorian Institute of Teaching registration

All Teacher and Principal Class members, including Casual Relief Teachers, require current registration. It is the responsibility of the Human Resources Officer 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 WWC (Working With Children Check). 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 WWC Check E (Employment) is required by all Education Support Staff, including Casual ES Staff and any workers based at the College (even if not employed by the College such as the VET Instructors, Regional Staff etc). A current satisfactory WWC Check V (Volunteer) is required by those volunteers whose work is unsupervised by classroom teachers.

It is the responsibility of the Human Resources Officer to ensure prior to employment that any prospective new employees are compliant with their WWC. (Note if a person is registered with the VIT this replaces the requirement for a WWC). WWC 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 expiring, a pre-populated renewal application form will be sent to the cardholder. Any worker or volunteer who does not have a current satisfactory WWC will be removed from their duties.

First Aid Qualifications

Only staff sufficiently trained under the OHS Act 2004 and DET First Aid Policy will be placed on the First Aid roster.

The school maintains a Register for First Aid qualifications for all staff. The Principal or Nominee is responsible for providing information to a designated ES staff member regarding the expiry date and the level of attainment for:

- CPR (12 months)
- First Aid Training
- Anaphylaxis Training

The Principal/Nominee will check the currency of First Aid qualifications at the beginning of each Semester when the staff duty rosters are being compiled.

Staff whose First Aid qualification expire in the next Semester are notified of this.

A copy of all First Aid qualifications is placed in the staff member's personnel file.

- Occupational Health & Safety Competencies

A spreadsheet of OHS Competencies will be included as part of the Register.

The Principal/Nominee will provide the designated ES staff member responsible for the maintenance of the Register with details of those staff competent in the following areas:

- OHS training
- Mandatory reporting
- Workplace Harassment training

Related Policies:

Recruitment in Schools

<https://www2.education.vic.gov.au/pal/recruitment-schools/overview>

Teacher Registration

<https://www2.education.vic.gov.au/pal/teacher-registration/overview>

Working with Children

<https://www2.education.vic.gov.au/pal/suitability-checks/policy>

First Aid Policy

<https://www2.education.vic.gov.au/pal/first-aid-students-and-staff/policy>

Review Cycle

This policy was last updated on 08/20 and is scheduled for review in 08/23.