



National Criminal History Check policy

Policy statement

The Uniting Church in Australia Synod of Victoria and Tasmania (the Synod) is committed to creating and maintaining child safe environments and is responsible for a broad range of high trust activities. Therefore, all staff are required to complete a satisfactory National Criminal History Check (NCHC) for prior to commencement in a Synod role and as requested from time to time.

Scope

This policy applies to all prospective and existing Synod staff.

Definitions

Staff: Employees, volunteers, ministers, pastors, deacons, deaconesses, contractors and any other person engaged to perform a role on behalf of the Synod.

Synod: The Uniting Church in Australia Synod of Victoria and Tasmania

National Criminal History Check: involves identifying and releasing any relevant Criminal History Information (CHI) subject to relevant spent convictions/non-disclosure legislation and/or information release policies.

Related policies and procedures

Recruitment and Selection policy
Inclusion policy
Working with Children Check policy
Keeping Children Safe policy
National Criminal History Check procedure

Ethos and Values of the Uniting Church in Australia

As an employer, we express the ethos of Christianity to love one another, to live justly and to seek the reconciliation and renewal of all creation by respecting ourselves and all whom we serve and employ. We strive to do so by:

- Being inclusive
- Acting and advocating for a just society
- Working for peace and justice in the World
- Having an openness to the wisdom of people of other faiths and views
- Implementing environmentally sustainable practices

In our workplace we value justice, inclusion, compassion, shared leadership, respect, integrity, wise stewardship and innovation. The Uniting Church in Australia is committed to keeping children safe.

The Ethos and Values of the Uniting Church in Australia should be considered in the interpretation of this policy.

We also proudly comply with Victorian Child Safe standards by:

- promoting the cultural safety of Aboriginal children;
- promoting the cultural safety of children from culturally and/or linguistically diverse backgrounds;



- promoting the safety of children with a disability; and
- promoting the participation and empowerment of children.

VERSION: APPROVAL	POLICY MANAGER	REVIEW DATE
1: Senior Leadership Team	Director People & Culture	24 July 2014
2: Senior Leadership Team	Director People & Culture	26 October 2019

Further assistance

Contact People & Culture for interpretation and assistance with this policy.