

**Garda Vetting Policy**

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| Ratified at BOM Meeting on…………………………………… Signed …………………………………………………………………….Chairperson of Board of ManagementSigned …………………………………………………………………….PrincipalDate………………………………………………………………………..Date of next review………………………………………………… |

Roll Number 20176C Telephone 01-8430525

**Aim:**

The goal of this policy is to ensure that the school is a safe and secure environment for children.

**Rationale:**

This school will use Garda Vetting as part of a wider process to ensure the protection and safety of all members of the school community.

All members of the school community who have necessary and regular access to or contact with children must have successfully undergone Garda Vetting prior to commencement of employment or relevant volunteer work in the school. In the future staff will be re-vetted on a regular basis.

The process of Garda Vetting is carried out by the National Vetting Bureau (NVB). The function of the NVB is to provide Garda Vetting Disclosures in respect of an applicant to a registered organisation. Disclosures can be ‘nil’ (no record found) or consist of details of convictions, together with an ancillary or consequential orders and/or a record of any prosecutions pending and/or specified information,

**The Policy:**

This policy, and all Garda Vetting procedures used in the school, follows the protocols and requirements as laid out in Circular 0031/2016.

*Procedures:*

1. The applicant completes Vetting Form NVB1 and Principal completes Garda Verification Form and sends both to Educate Together, who forward them onto the National Vetting Bureau.
2. Once the vetting process has been completed by the NVB, a certificate is sent to the Principal.
3. The applicant is informed of the results and all documentation is kept in a secure location (see below).

*Offers of Employment:* All offers of employment to non-teaching staff and all relevant volunteer roles[[1]](#footnote-1) are subject to satisfactory Garda Vetting Disclosures.

Failure to complete the Garda Vetting process will automatically disqualify the applicant. The provision of inaccurate information, such as an inaccurate date of birth or address, may also disqualify the applicant.

Applicants will be invited to a meeting regarding any disclosures of a criminal record or other information, including to address errors or cases of mistaken identity. In such cases, re-vetting will take place.

All returned Garda Vetting Disclosures will be handled in strictest confidence.

*Storage:* Garda Vetting Disclosures will only be retained by the school in the event of a successful appointment and will be appropriately sealed and retained in a secure location in the principal’s office.

In all decisions, it is recognised that the school’s first priority is its responsibility to the children attending the school.

**Policy Review:**

This Policy will be reviewed as necessary and particularly to comply with any relevant legislative changes.

*Policy adopted by Board of Management on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

*Signed\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_* Chairperson.

1. Volunteer Roles which require Vetting, as specified in the Act and in the DES Circular 0031/2016 include volunteers who assist the school on a regular basis (rather than occasional) and whose role involves coaching, mentoring, counselling, teaching or training of children (external sports coaches are vetted through the organisations they represent; leaders of after school activities as well as parent volunteers are vetted through RaLET/Educate Together). Roles which do not fall into these categories may not require Vetting. [↑](#footnote-ref-1)