

Police vets and safety checks

Early childhood services

This table gives an overview of the Police vetting and safety checking requirements of the Education and Training Act 2020, the Children's Act 2014 and early childhood services licensing and certification criteria in relation to the adults coming into your early childhood service.

The person is...	Education and Training Act 2020	Children's Act 2014	Licensing and certification criteria
employed or engaged by the service as a member of staff.	<p>The Education and Training Act specifies that the Teaching Council requires a satisfactory Police vet to issue a practising certificate for a registered Teacher.</p> <p>A Police vet is required for all non-teaching and unregistered employees who work at the early childhood service during normal opening hours.</p> <p>A Police vet needs to be obtained every 3 years.</p>	<p>For children's workers, a safety check is required before they start and then at least every 3 years.</p> <p>To find out how to do a safety check, see our Safety check – New and existing employees factsheet for early childhood services.</p> <p>Safety check – New and existing staff factsheet</p>	<p>Safety checking criteria requirements are:</p> <ul style="list-style-type: none"> A safety check must be completed as per the Children's Act 2014. Records must be kept as long as the person is employed or engaged. A written procedure for checking all children's workers is required.
a student on practicum.	No requirement	<p>A safety check is required before they start their placement. To find out how to do a safety check see our Safety check – Students on practicum factsheet for early childhood services.</p> <p>Safety check – Students on practicum factsheet</p>	A safety check must be completed. Agree what components of safety checking will be done by the vocational education provider. You should still complete the identity check and risk assessment.
a contractor working in your early childhood service, but they do not work with children.	A Police vet is required if the person is likely to have unsupervised time (even briefly) with children during normal opening hours.	No requirement	No requirement
working in your early childhood service with children, but you don't employ them.	No requirement	Confirm with the person's employer that a safety check has been done to the standard set out in the Children's Act 2014.	Get confirmation from the employer for the person that a safety check has been completed to the standard set out in the Children's Act 2014.
a volunteer.	A Police vet or safety check are not required, but consider doing a Police vet and some form of safety check as best practice, especially if the person is a regular volunteer and will be alone with or have overnight contact with children.		
17 years old or over and lives in a home where home-based education and care takes place.	A Police vet and risk assessment are required before they start to live in the home.	No requirement	No requirement
	Schedule 4 Police vetting – New Zealand Legislation	Part 3 Children's worker safety checking – NZ Legislation	Licensing and certification – Ministry of Education