



## Police Vetting Policy and Procedure

The Diving New Zealand (DNZ) Police Vetting Policy (the Policy) is an essential part of its proactive and preventative approach to ensuring that every member of DNZ is treated with respect and dignity and protected from abuse. DNZ is committed to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour from our sport.

DNZ will take all practicable steps to verify the suitability of individuals who have been appointed by DNZ in the position of Coach or Team Manager.

### **Policy**

DNZ requires all individuals representing DNZ to undergo a police vetting check (police vet) who will have sole or joint responsibility for children or vulnerable people as part of their DNZ role (paid or voluntary).

### **Application**

This policy relates to all Coaches and Team Managers that have been appointed by DNZ subject to a satisfactory police vet result, to any team, competition, event or camp either in New Zealand or overseas.

### **Procedure**

The DNZ Administrator will register Diving New Zealand as an Agency Approved for Police Vetting in New Zealand.

The DNZ Administrator will forward applications for NZ Police Vetting to Coaches and Managers who have been appointed to DNZ Teams, Competitions, Events or Camps, subject to a satisfactory police vet result.

The DNZ Administrator will submit applications for police vetting and receive the results.

The DNZ Administrator will inform the DNZ Board of all results.

The DNZ Deputy Chair will be authorised to act on the DNZ Administrator's behalf in the

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absence or unavailability of the DNZ Administrator.

The DNZ Board will confirm the appointment of Coaches and Team Managers and/or commence an investigation or deny the appointment.

Following the initial satisfactory police vet, DNZ appointed coaches and managers are to be re-vetted **every three years** thereafter.

Coach and Team Manager Appointment by DNZ is subject to:

- the individual returning a police vet report stating 'no result' or;
- the individual returning a police vet report stating 'released with results', excluding an offence(s) specified under the Vulnerable Children Act 2014 – schedule 2.

If the returned police vet report **does contain** an offence(s) specified under the Vulnerable Children Act 2014 – schedule 2, then the individuals' role with DNZ will be suspended immediately pending further enquiry by DNZ. If the returned police vet report **does not contain** an offence(s) specified under the Vulnerable Children Act 2014 – schedule 2, then in most cases, Appointment by DNZ will be approved (refer Considerations below).

Considerations:

1. The offence is listed as one of the “specified offences” as listed in the Vulnerable Children's Act.
2. The nature of the offence and relevance to involvement with DNZ.
3. Length of time since crime was committed
4. Age and maturity now as compared to when the crime was committed, the seriousness of the crime (e.g length of sentence, use of a weapon, the circumstances at the time of violent behaviour)
5. Pattern of offending e.g. a short spate may indicate a “phase” but a regular pattern may indicate continued inappropriate behaviour
6. Any other factors deemed relevant
7. DNZ will work in conjunction with the person to provide the details of any police vet released “with results” to relevant personnel at their delivery location/s and governing clubs.
8. The specifics of the report or record will be kept confidential to the DNZ Board and any club(s) that engage the services of the individual.

By agreeing to go through the police vetting process, individuals grant DNZ the right to inform the relevant club/s that the police vet report has been released 'with results'. DNZ will not provide any details that are contained within the 'with results' report. DNZ will strongly recommend the club and

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individual discuss these results.

If the individual does not grant DNZ the right to inform the DNZ Board and relevant club/s that the police vet report has been released 'with results', then participation at DNZ events will be denied.

Notwithstanding the standard three year cycle, DNZ may undertake further police vetting of an individual at any time it considers appropriate, (subject to fresh consent by the individual). If the procedure reports a previously undisclosed incident or behaviour relevant to this policy, the future of the individual's continued involvement with DNZ will be reviewed and may, if appropriate, be terminated.

For the sake of clarity, neither DNZ nor clubs have any obligations under the Vulnerable Children's Act 2014.

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