



**WILD
CHERRY
SCHOOL**

For Waldorf/Steiner Education

RECRUITMENT POLICY

Our recruitment processes are designed to select appropriate staff and discourage inappropriate people from working within the School. Our school understands that when recruiting staff and volunteers we have ethical as well as legislative obligations.

We take all reasonable steps to employ skilled people to work with children. Teachers must have the appropriate qualifications required to meet State standards, and must be registered by the Victorian Institute of Teaching.

Teachers should have:

- qualifications or training from a Steiner/Waldorf based adult education centre, and/or
- extensive experience as a teacher in a Steiner/Waldorf School, or
- a strong commitment to Steiner/Waldorf education and a willingness to undertake further professional development in Steiner/Waldorf education and to be mentored for at least two years.

Each job description for staff involved in child-connected work has a clear statement that sets out the requirements, duties and responsibilities regarding child protection for those in that role.

All applicants for child-connected work at the School are informed about these requirements and the School's child protection practices, prior to commencing work at the School.

We actively encourage applications from Aboriginal peoples, people from culturally and/or linguistically diverse backgrounds and people with a disability.

It is our policy that all new staff undergo screening including:

- a Working with Children Check clearance status;
- personal identity verification and background checking;
- verification of professional or other qualifications relevant to the job;
- criminal record check, if not already covered through VIT registration;
- an examination of their history of child-connected work; and
- reference checking that addresses the person's suitability for the job and working with children.

The Board of Governors is ultimately responsible for the employment of all staff at the school. This role is delegated to the Education and Administration Leaders, with the exception of their own roles.