



The Policy seeks to protect Surf Life Saving Northern Region and its clubs people, image and reputation within the community as well as reinforcing its “zero tolerance” position with respect to those who choose not to respect the dignity, health and welfare of others. The Police vetting policy is not intended to capture minor offences.

The Police vetting process may reveal results such as previous convictions or ‘red flags’. The below provides guidance to clubs on what to do if a result including a conviction is found as a result of the Police vetting process.

Procedure – Children’s Act 2014 Schedule 2 – Specified Offences:

1. If a members Police vet come back with a result, the SLSNR Club Capability Development Officer (CCDO) will contact the approved club members who also have access to the club’s Police vetting results.
2. If the red flag is a conviction stated in [Schedule 2 – Specified Offences](#), the individual’s Surf Life Saving membership will be removed.
3. A letter will be provided to the individual outlining this and SLSNZ will be requested to blacklist the member in the SLSNZ CRM database.

Procedure – other offences or results:

1. If a members Police vet come back with a result, the SLSNR Club Capability Development Officer (CCDO) will contact the approved club members who also have access to the club’s Police vetting results.
2. If the result is not stated in Schedule 2 – Specified Offences, the SLSNR Club Capability Development Officer will contact the approved club members with access to the club’s Police vetting results to provide support and guidance.
3. No adverse action will be taken against the person concerned without them having an opportunity to validate the vetting information.
4. The club will review the results to assess the person’s suitability as a member or to hold a certain role.
5. The club will decide on a case-by-case basis, based on the nature of the result, and the nature of the role, whether the candidate will pose a risk to a child or the club.
6. It is essential that confidentiality is upheld at all times and only the approved club members and SLSNR staff (CCDO and CEO) are made aware of any results.
7. It is essential that only the approved club members and SLSNR staff (CCDO and CEO) are involved in the assessment of a members suitability to hold a membership or hold certain roles within the club.
8. If the club decides to decline/remove a membership or decline a member holding a certain role, a letter will be provided to the individual outlining this.

The New Zealand Police may release any information they hold if relevant to the purpose of the vetting request. This may include:

- Conviction History Report
- Infringement/demerit reports
- Active charges and warrants to arrest
- Charges that did not result in a conviction including those that were acquitted, discharged without conviction, diverted, or withdrawn
- Any interaction had with New Zealand Police considered relevant to the role being vetted, including investigations that did not result in prosecution



SURF LIFE SAVING®
NORTHERN REGION

Health-Safety-Welfare Police Vetting – Red Flag Procedure

- Information regarding family harm where the applicant was the victim, offender or witness to an incident or offence, primarily in cases where the role being vetted for takes place in the applicant's home environment where exposure to physical or verbal violence could place vulnerable persons at emotional or physical risk
- Information subject to name suppression where that information is necessary to the purpose of the vet

If you are eligible under the [Criminal Records \(Clean Slate\) Act 2004](#), your conviction history will not be released unless:

- Section 19(3) of the Clean Slate Act applies to the vetting request (exception to the Clean Slate regime)
- Section 31(3) of the [Children's Act 2014](#) applies to the vetting request (safety checks of core children's workers)