



Waikato Water Polo Club

P012 - Police Vetting Policy

Document Status	Released by	Sign
Draft for review		

Commitment to Te Tiriti o Waitangi

Waikato Water Polo Club Inc. recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document. Waikato Water Polo Club Inc is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.

Terms

“WWP” means Waikato Water Polo Club Inc

“Waikato Water Polo Club” means Waikato Water Polo Club Inc

“Constitution” means Waikato Water Polo Club Inc constitution in its current form as authorised under the 2023 Incorporated Societies Act

Constitution statement

Nothing in this document should be in contravention of the Waikato Water Polo Club Inc Club Constitution, however when a conflict of instructions arises, the constitution shall be followed over this document.

Introduction:

The Waikato Water Polo Club (WWP) Police Vetting policy is an essential part of its proactive and preventative approach to ensuring that every person involved in water polo is treated with respect and dignity and protected from abuse. Waikato Water Polo Club is committed to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour from our sport.

Waikato Water Polo Club will take all practicable steps to verify the suitability of individuals wishing to be involved in club events and other events or activities undertaken by Waikato Water Polo Club.

Any policy set down in this document will also apply to any Water Polo NZ events that take place with that person representing Waikato Water Polo Club.



Policy:

Waikato Water Polo Club requires individuals who represent WWP to undergo a police vetting check (police vet) who:

- **are required to be on the pool deck during WWP events in their role (paid or voluntary)**
- **will have sole or joint responsibility for children or vulnerable people as part of their WWP role (paid or voluntary)**

Note: During school competitions that are facilitated by WWP, it is the responsibility of the school of each team to ensure that their coaches and managers are appropriately vetted.

Following the initial satisfactory police vet:

- **coaches are to be vetted every two years**
- **Technical officials, managers, and others every three years thereafter.**

Participation at Waikato Water Polo Club events by any coach, team manager or technical official 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 Waikato Water Polo Club will be suspended immediately pending further enquiry by the WWP committee.
 - 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, participation at WWP events will be approved (refer Considerations below)

Considerations:

1. The offence is listed as one of the 'Specified Offences' as listed in the Vulnerable Children Act
2. The nature of the offence and relevance to involvement with WWP
3. Length of time since the 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. WWP 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 Centres or Club.

8. The specifics of the report or record will be kept confidential to the WWP committee, and any Clubs or Centres that engage the services of the individual.

Notwithstanding the standard two- or three-year cycle, WWP 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 WWP will be reviewed and may, if appropriate, be terminated.

For the sake of clarity, Waikato Water Polo Club does not have any obligations under the Vulnerable Children Act 2014

Change Log		
Date	Changes made	By
17/04/25	Initial Draft	Dayne Hawkes