

L.N. 206 of 2016

**EDUCATION ACT
(CAP. 327)**

**Recruitment, Initial Training and Continuous Professional
Development of Personnel and Protection of Minors in
Compulsory Education Regulations, 2016**

IN exercise of the powers conferred by article 135(i), (j) and (s) of the Education Act, the Minister for Education and Employment has made the following regulations:-

1. The title of these regulations is the Recruitment, Initial Training and Continuous Professional Development and Protection of Minors in Compulsory Education Regulations, 2016. Citation.
2. In these regulations, unless the context otherwise requires: Interpretation.
 - "Act" means the Education Act; Cap. 327.
 - "Minister" means the Minister responsible for education;
 - "personnel" refers to all staff employed in a school.
3. Personnel in schools shall not be recruited unless such recruitment is done through an open call for applications and such recruitment follows an interview carried out by an interview panel composed of at least one person having such adequate experience in the area of working with minors in the educational area as may be necessary. Recruitment of personnel.
4. Personnel employed in schools are to have a clean police conduct certificate in accordance with the relevant provisions of the Conduct Certificates Ordinance. Clean Police Conduct Certificate.
Cap. 77.
5. Applicants are to fill in a self-declaration form to disclose any convictions, cautions, court orders and reprimands together with relevant past or pending investigations that may affect their suitability to work with minors. Self-declaration form.
6. Any call for application for personnel to be employed in schools shall convey the school's zero tolerance approach to child abuse and harm. Zero tolerance approach to child abuse and harm.
7. Should schools accept character references for applicants they are to verify the veracity of the contents of these references. Character references.

- Induction training and mentoring. **8.** Schools are to provide induction training and mentoring for its newly engaged personnel, which training shall include child protection issues.
- Information sessions. **9.** Schools shall provide information sessions on child protection issues to any person working directly with minors within the school premises, whether such person is an employee of the school or not.
- Children's well-being. **10.** Each school shall designate a person whose role is to put forward issues related to children's well-being and to be the first port of call in cases where children's well-being is concerned.
- Child protection policy. **11.** Schools shall have a child protection policy in place which shall include provisions of how the school is to deal with any allegations relating to child abuse, whether such abuse occurs in the school or outside.
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