

CHILD PROTECTION POLICY (NELP 2)

Rationale:

All students should be treated with respect and have the right to develop in a safe physical and emotional environment.

Purpose:

The purpose of this policy is to outline clear processes the College will undertake in attempting to protect students; to ensure the College provides a safe environment, to support family/whanau, and to support external support agencies.

Policy:

The school board has a commitment to child protection and recognises the important role and responsibility of all our staff in the protection of children. This policy includes the board's expectations when child abuse is reported or suspected by us.

The school board has an obligation to ensure the wellbeing of children in our care so they thrive, belong and achieve. We are committed to the prevention of child abuse and neglect and the protection of all children. The safety and wellbeing of the child is our top priority.

In line with section 15 of the Children, Young Person and Their Families Act, any person in our school who believes that any child or young person has been, or is likely to be, harmed (whether physically, emotionally, or sexually) ill-treated, abused, neglected, or deprived must follow school procedures which includes reporting the matter to a member of SLT who will discuss with the Head of Guidance.

Definitions:

Child abuse includes physical, emotional and sexual abuse as well as neglect which is the direct consequence of a deliberate act or omission by an adult and which has the potential or effect of serious harm to the child.

Responsibilities:

All staff members (including contractors and volunteers) are expected to be familiar with this policy, its associated procedures and protocols and abide by them.

Although ultimate accountability sits with the board, the board delegates responsibility to the principal to ensure that all child safety procedures are implemented and available to all staff, contractors, volunteers and parents. Therefore, the principal must:

1. Develop appropriate procedures to meet child safety requirements as required and appropriate to the school.

2. Comply with relevant legislative requirements and responsibilities including the need to ensure that staff and contractors are safety checked to the standard specified in the Vulnerable Children Act.
3. Make this policy available on the school's internet site or available on request.
4. Ensure that every contract, or funding arrangement, that the school enters into requires the adoption of child protection policies where required
5. Ensure the interests and protection of the child are paramount in all circumstances
6. Recognise the rights of family/whanau to participate in the decision-making about their children
7. Ensure that all staff can identify the signs and symptoms of potential abuse and neglect, deal with disclosures by children and allegations against staff members and can take appropriate action in response
8. Support all staff to work in accordance with this policy, to work with partner agencies and organisations to ensure child protection policies are understood and implemented
9. Promote a culture where staff feel confident they can constructively challenge poor practise or raise issues of concern without fear of reprisal
10. Consult, discuss and share relevant information, in line with our commitment to confidentiality and information sharing protocols, in a timely way regarding any concerns about an individual child with the board or designated person
11. Seek advice as necessary from NZSTA advisors on employment matters and other relevant agencies where child safety issues arise
12. Make available professional development, resources and/or sufficient advice to ensure all staff can carry out their roles in terms of this policy
13. Ensure that this policy forms part of the initial staff induction programme for each staff member

Related Documents:

[Children's Act 2014](#)

[Oranga Tamariki Act 1989](#)

Education and Training Act 2020

Privacy Act 1993

Employment Policy

[Child Protection Procedures](#)