

## 10. CHILD PROTECTION POLICY

This Policy outlines our commitment to child protection. The board is committed to the prevention of abuse and to the well being of children and young people under our care.

In line with Section 15 of the Children, Young Person and Their Families Act, any person in our school/kura 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, may report the matter to a social worker or the police.

The board delegates responsibility to the principal to ensure that all child safety procedures are implemented and available to 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 giving consideration to the guidelines.
3. Make this policy available to the schools community.
4. Ensure that every contract, or funding arrangement, that the school enters into requires the adoption of the 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 all staff are able to identify the signs and symptoms of potential abuse and neglect, deal with disclosures by children or adults and allegations against staff members and are able to 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 procedures are understood and implemented.
9. Promote a culture where staff feel confident they can constructively challenge poor practice or raise issues of concern without fear or reprisal.
10. Ensure staff consult, discuss and share relevant information in a timely way regarding any concerns about an individual child with the Child Protection Designated Persons.
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 advice to ensure all staff can carry out their roles in terms of the procedures.
13. Ensure that this policy and associated procedures form part of the initial staff induction programme for each staff member.

*Review: Annually*

*Last Reviewed: June 2018*

*Signed:*



**TO GROW**



**TO THRIVE**



**TO PROSPER**