

FLEMINGTON SCHOOL POLICY - NAG 5

CHILD PROTECTION POLICY

POLICY

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

RATIONALE

Children have a fundamental right to have all their needs met and to be safe from abuse and neglect. The Vulnerable Children Act of 2014, which came into effect on 1 July 2015, requires all children related agencies to work together to improve the well-being of vulnerable children.

PURPOSE

- To give an overview and link to the 'VULNERABLE CHILDREN – Keeping Children Safe Definitions and Management Procedures' as well as any other Procedures, Policies or Appendices relevant to the rationale and give support for these points:
 - To ensure the 'Welfare and Interests' of the child are paramount
 - To provide staff with guidelines so that they can identify signs of abuse or neglect.
 - To provide guidelines for dealing with cases of abuse.
 - To provide guidelines around how agencies are to be used, interview procedures and how parents or care-givers will be informed.

GUIDELINES:

- All staff members (including contractors and volunteers) are expected to be familiar with this policy, its associated 'VULNERABLE CHILDREN – Keeping Children Safe Definitions and Management Procedures' and abide by them.
- The board of trustees 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 to the protection of all children. The safety and wellbeing of the child is our top priority. Advice will be sought through appropriate agencies in all cases of suspected or alleged abuse.
- 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 must follow school procedures of reporting.
- 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.
 3. Make this policy available on the school's internet site or available on request.
 4. *Keeping Ourselves Safe, DARE* and/or *Self-Esteem* units will be taught as part of the Health and Physical Education Curriculum in partnership with the Police Youth Education Officer to increase children's assertive skills in dealing with uncomfortable situations, self-assurance and to help raise teacher's consciousness of the issues.
 5. Sexuality Education will be taught using the Family Planning programmes and schedule.
 6. Ensure that every contract, or funding arrangement, that the school enters into requires the adoption of child protection policies where required.
 7. Ensure the interests and protection of the child are paramount in all circumstances.
 8. Recognise the rights of family/whanau to participate in the decision-making about their children.

9. Make available professional development, resources and/or advice to ensure all staff can carry out their roles in terms of this policy and procedures.
10. 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
11. Promote a culture where staff feel confident they can constructively challenge poor practice or raise issues of concern without fear of reprisal.
12. 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 designated person (principal).
13. Seek advice as necessary from NZSTA advisors on employment matters and other relevant agencies where child safety issues arise.
14. Ensure that this policy forms part of the initial staff induction programme for each staff member.

Definition:

- **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.
- **Child neglect:** Failure or omission to care for a child. This can be physical, emotional, medical, educational or a lack of supervision.

Reviewed:

Next Review Date:

Amended:

Signed:

This Child Protection Policy is to be read in conjunction with the following Policies and Procedures:

- Health and Safety Policy
- VULNERABLE CHILDREN – Keeping Children Safe Definitions and Management Procedures
- Crisis and Traumatic Incident Management Procedure
- Administration of Medicines Procedure
- Health and Safety Procedure
- Pandemic Planning Procedure
- Emergency Procedures

Related documentation and information

- Further information including frequently asked questions (FAQ's) are available on the NZSTA website www.nzsta.org.nz
- Ministry of Education website www.education.govt.nz
- [Vulnerable Children Act 2014](#)
- Further information and sample child protection templates are available in the Children's Action Plan guideline Safer Organisations, Safer Children: <http://www.childrensactionplan.govt.nz/assets/CAP-Uploads/childrens-workforce/Safer-Organisations-safer-children.pdf>