

3.15 Child Protection Policy

This policy outlines our commitment to child protection. The board is committed to the prevention of abuse and to the wellbeing of children and young people in 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 a constable.

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 and appropriate to the school.
2. Comply with relevant legislative requirements and responsibilities giving consideration to the guidelines, further information and sample child protection templates that 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>
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 are able to identify the signs and symptoms of potential abuse and neglect 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 policies 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 of reprisal.

10. Consult, discuss and share relevant information 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 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.
14. Ensure that a report is provided for the school's annual report re progress on implementation and compliance with any funding/contracting requirements.

Review schedule: Within 3 years.

Review Summary : Triennially

Review Date	Lead By	Summary of Changes
1st May 2018	Bec Lawrence	Initial creation of policy