

8. Child Protection Policy

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

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

Kaihautū 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 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 and may also report the matter to a kura social worker, Oranga Tamariki or the local police.

Although ultimate accountability sits with Kaihautū, Kaihautū delegates responsibility to the Tumuaki to ensure that all child safety procedures are implemented and available to all kaimahi, contractors, volunteers and whānau.

Therefore, the Tumuaki must:

1. Develop appropriate procedures to meet child safety requirements as required and appropriate to the kura
2. Comply with relevant legislative requirements and responsibilities
3. Make this policy available on the kura internet site or available on request
4. Ensure that every contract, or funding arrangement, that the kura 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/whānau to participate in the decision-making about their children
7. Ensure that all kaimahi are able to identify the signs and symptoms of potential abuse and neglect, deal with disclosures by children and allegations against staff members and are able to take appropriate action in response
8. Support all kaimahi 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 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 Te Runanganui o Kura Kaupapa Māori o Aotearoa, 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 kaimahi 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 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



*Te Kura Kaupapa Māori o Ngā Mokopuna
Policies and Procedures*

- 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>

