



Learning for the future

Ahuwhenua – Manaakitia – Mana Motuhake – Manawanui – Aroha

Kamo Primary School

NAG 5 - Policy and Procedure Child Protection

Purpose

Child protection is the term used to cover all forms of abuse (emotional, physical and sexual), ill treatment and neglect.

It is the responsibility of the Board of Trustees and Principal to:

- keep the interests, protection and safety of the child paramount at all times.
- provide a safe physical and emotional environment for students.
- comply in full with any legislation currently in force (Oranga Tamariki Act 1989), or that may be developed, to ensure the safety of students and employees.
- provide teachers and others working in the school with training and guidelines so that they can identify signs of abuse, ill treatment and neglect.
- provide procedures for dealing with cases of current or historical abuse, ill treatment and neglect.
- provide guidelines as to which agencies will be used to obtain help and support, what liaison is required and the appropriate referral procedures.

Rationale

Kamo Primary School is committed to preventing child abuse and implementing comprehensive measures to protect and improve the wellbeing of all children, but in particular vulnerable children.

The Kamo Primary School Board of Trustees acknowledges, understands and accepts they have particular responsibilities and obligations under legislation, as well as social expectations, to provide a safe environment that caters for the physical and emotional wellbeing of its students. They are responsible for ensuring that all staff members, contractors, volunteers and outside agencies are safe and competent to work in our school and with our students.

It is a priority that the culture of child protection is open, accountable and best practice at Kamo Primary School and we will work with necessary agencies to ensure we protect our students. Only when students are free of abuse or neglect can they reach their full potential. Children/students have the right to be treated with dignity and respect.

Policy

This policy outlines the Board of Trustees commitment to child protection and recognises the important role and responsibility of all staff in the protection of children. It includes the Board's expectations when child abuse is reported or suspected. Advice will be sought through appropriate agencies in all cases of suspected or alleged abuse.

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

Section 15 of the Oranga Tamariki Act 1989 states that "any person who believes that a child or young person has been, or is likely to be, harmed, ill-treated, abused, (whether physically, emotionally, or sexually), neglected, or deprived, or who has concerns about the well-being of a



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child or young person, may report the matter to the chief executive or a constable.” At Kamo Primary School, staff members, contractors, volunteers or any outside agencies must follow the school procedures for this.

Although ultimate accountability sits with the Board of Trustees, the Board delegates responsibility to the Principal to ensure that all child safety procedures are implemented and available to all staff members, contractors, volunteers, and any outside agencies. Therefore, the Principal must:

- develop appropriate procedures to meet child safety requirements as required and appropriate to the school.
- comply with relevant legislative requirements and responsibilities.
- make this policy available to the school’s website, or have available on request.
- ensure that every contract, or funding arrangement that the school enters into requires the adoption of child protection policies where required.
- ensure the interests and protection of the child are paramount in all circumstances.
- recognise the rights of family/whānau to participate in the decision-making about their children.
- ensure that all staff are able to identify the signs and symptoms of potential abuse, ill treatment or neglect, deal with the disclosures by children and allegations against staff members, and are able to take appropriate action in response.
- 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.
- promote a culture where staff feel confident they can constructively challenge poor practice or raise issues of concern without fear of reprisal.
- consult, discuss and share relevant information, in line with our commitment to confidentiality and information sharing protocols regarding any concerns about children with the Board of Trustees or designated person. This will be done in a timely manner.
- seek advice as necessary from NZSTA advisors on employment matters and other relevant agencies where child safety and child protection issues arise.
- make professional development, resources and/or advice available to ensure all staff can carry out their roles in terms of this policy.
- ensure that this policy forms part of the initial staff induction programme for each staff member.

Training needs regarding the identification of suspected abuse, ill treatment or neglect for all people working in the school environment can be identified and regularly planned for in consultation with staff.

Kamo Primary School will provide preventative education around child abuse, ill treatment and neglect through their Health and Physical Education Curriculum. This will be through programmes such as Keeping Ourselves Safe, and any other classroom lessons and whole-school activities that promote positive behaviours and encourage an environment in which children who feel abused are empowered to speak up about the abuse.

Students will have access to information about child abuse if and when necessary. The cultural needs of anyone involved in the disclosure of child abuse, ill treatment or neglect will be respected by all staff, contractors, volunteers and outside agencies.