

Stratford Primary School: Policies

500 - CHILD PROTECTION POLICY

OUTCOME STATEMENT:

1. Stratford Primary School is committed to the prevention of child abuse and neglect, and to the protection of all children. Students at Stratford Primary School thrive, belong and achieve to the best of their ability.

SCOPING:

1. All staff members (including contractors and volunteers) are expected to be familiar with this policy, its associated procedures and protocols and abide by them.
2. Advice will be sought through appropriate agencies in all cases of suspected or alleged abuse.
3. In line with Section 15 of the Oranga Tamariki Act 1989, 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. The school may also report the matter to a social worker or the local Police.

DELEGATIONS:

1. 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.

EXPECTATIONS AND LIMITATIONS

1. The Principal must:
 - a. Develop appropriate procedures to meet child safety requirements as required and appropriate to the school.
 - b. Comply with relevant legislative requirements and responsibilities.
 - c. Make this policy available on the school's website or available on request.
 - d. Ensure that every contract or funding arrangement that the school enters into requires the adoption of child protection policies where required.
 - e. Ensure the interests and protection of the child are paramount in all circumstances.
 - f. Recognise the rights of whānau to participate in the decision making about their children.
 - g. Ensure that all staff are able to identify the signs and symptoms of potential abuse and neglect and deal with disclosures by children and allegations against staff members and are able to take appropriate action in response.
 - h. 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.
 - i. Promote a culture where staff feel confident they can constructively challenge poor practice or raise issues of concern without fear of reprisal.

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- j. Consult, discuss and share relevant information with the Board or designated person in line with our commitment to confidentiality and information-sharing protocols in a timely way regarding any concerns about an individual child.
- k. Seek advice as necessary from NZSTA advisers on employment matters and other relevant agencies where child safety issues arise.
- l. Make available professional development, resources and/or advice to ensure all staff can carry out their roles in terms of this policy.
- m. Ensure that this policy forms part of the initial staff induction programme for each staff member.

PROCEDURES/SUPPORTING DOCUMENTATION:

300 Protected Disclosures Policy

300 Complaints Policy

300 Appointments Policy

302 Appointments Procedure

303 Employment of Relief Teachers (after 10 days)

305 Induction of New Teachers/Support Staff

312 Complaints Procedure

500 Health and Safety Policy

Health and Safety at Work (2015) Procedures = HSWA

HSWA Child Safety Checks

Support Staff

Parents/Guardians

Contractors

Vetting Process

Appendix:

- New and existing employees
- Relieving teachers
- Adults coming into my school
- Police Vet

HSWA EOTC

HSWA Reporting of Suspected or Actual Child Abuse and Neglect

General overview of what we do at Stratford Primary School

Definitions

What constitutes abuse and neglect

Guidance On Identifying Possible Child Abuse And/ Or Neglect

Guidance On Responding To Suspected Abuse, Neglect Or Other Concerns

- Responding to a child when the child discloses abuse

Specific Actions When Reporting Child Abuse/Neglect

- Information required for reporting

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- What happens once reporting is made
- # Additional guidance on allegations or concerns about staff
- # Confidentiality and information sharing.

HSWA Access to Buildings

HSWA Child Protection

Health and Safety Procedures:

- 506 Visitors Must Sign In
- 508 Internet Safety
- 510 Administering Medication
- 513 Physical restraint of students
- 514 Surrender and Retention of Student Property
- 520 Parents as Volunteers

- 521 Separated Parents, Day to Day Care, & Guardianship

Teacher Handbook:

- A-Z Schoolwide Reminders
 - Senior Girls (Pastoral Care)
 - Social media and technology (internal protection, photo storage)
 - Safe Work Practices
- A-Z Classroom Reminders
 - Child Safety
 - Toileting
 - Parent Volunteers
 - Transporting Students
 - Physical contact with students/Working one on one with students

MONITORING:

Triennial Programme Board Annual Work Plan

LEGISLATIVE COMPLIANCE:

<http://www.education.govt.nz/>

[Vulnerable Children Act 2014](#)

[Oranga Tamariki Ministry for Children](#) – further information and sample child protection templates

SELF REVIEW:

This policy will be part of the initial staff induction programme and will be reviewed every three years.