



## **Bader Intermediate Child Protection Policy – NAG 4**

### ***Purpose:***

This policy outlines our commitment to child protection. The Board is committed to the prevention of abuse and to the well-being of children and young people under our care. In line with section 15 of the Children, Young Person and Their Families Act, any person in our school 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.

### ***Policy:***

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:

- Develop appropriate procedures to meet child safety requirements as required and appropriate to the school
- 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 guide line Safer Organisations, Safer Children:
- Make this policy available on the school's internet site or 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/whanau to participate in the decision-making about their children
- 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
- 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 a timely way regarding any concerns about an individual child with the Board or designated person
- Seek advice as necessary from NZSTA advisors on employment matters and other relevant agencies where child safety issues arise
- Make available professional development, resources and/or advice 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
- Ensure that a report is provided for the school's annual report re progress on implementation and compliance with any funding/contracting requirements

### **Sexual, physical and emotional safety of students**

In order to ensure the physical and emotional safety of students please follow these guidelines and procedures:

#### ***Guidelines***

- Staff development programmes will ensure that the teaching staff are sufficiently knowledgeable about all of the issues in order to be confident in reporting reasonable suspicions of sexual or physical abuse.
- Adults will be receptive and sensitive to students so that students feel listened to and believed.
- The school will use the most appropriate agency for sexual abuse and the most appropriate agency for physical abuse and/or neglect.
- In the case of a report from a third party to the school the first course of action will be to direct the third party to a helping agency, only becoming involved if necessary.
- Parents will be informed except where the student's welfare is likely to be threatened. Whichever agency is involved in the case will be responsible for informing parents.
- The Principal, Deputy and Assistant Principal will be the resource people. Staff who have concerns may discuss them with any one of these resource people. *No outside agency will be involved without the prior knowledge of the Principal, DP or AP.*

#### **CONCLUSION**

The Principal alongside the Deputy Principal will work together to ensure that all aspects of the policies above are adhered and followed as stated.

Chairperson: Si'iva Stanley-Schuster

Approved date: 15/4/2020

Sign:



Review Date: 1/2/2022