



1. Child Protection Policy

Te Aho Matua

Te Ira Tangata 1.5

He tapu te tangata ahakoa ko wai. Kōhungahunga mai, tamariki mai, taipakeke mai, kaumatua mai, he tapu katoa. Kia kaua te hunga o ngā Kura Kaupapa Māori e tūkino, e whakaiti, e whakaparahako i te tangata, e mahi pūhaehae rānei ki ētahi atu. Kia ngākau mahaki rātou ki a rātou, ki te iwi whānui ki a tauwiwi hoki.

1.1. Te Pūtake:

- To outline the whānau's commitment to child protection and to acknowledge the role and responsibility of all of Whakapūmau kaimahi to protect our students from child abuse.
- To specify the process for suspected or disclosed child abuse.
- We are committed to the prevention of child abuse and neglect and to the protection of all children.

1.2. 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 must follow school procedures and may also report the matter to a social worker or the police.

1.3. All kaimahi are expected to be familiar with this policy, its procedures and protocols and abide by them.

1.4 The ultimate accountability sits with the Whānau/Ohu Whakahaere. The Whānau/Ohu Whakahaere delegates responsibility to the principal to ensure that all safety procedures are implemented and available to all kaimahi, volunteers, parents, whanau and contractors. The tumuaki must:

- Develop appropriate procedures and protocols in the Desk File to meet child safety requirements.
- Comply with relevant legislative requirements.
- Make this policy available on the school's website or on request.
- Ensure the interests and protection of students are paramount.
- Acknowledge the right of whanau to participate in decision making about their children.
- Ensure kaimahi are able to identify the signs and symptoms of potential abuse and neglect, deal with disclosures by students and allegations against kaimahi.
- 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.

- Promote a culture where kaimahi feel confident they can constructively challenge poor behaviour or practice or raise issues of concern without fear of reprisal.
- Consult, discuss and share information in line with our commitment to confidentiality and information sharing protocols in a timely way regarding any concerns about an individual student with the board chair or delegate.
- Seek advice as necessary from NZSTA Industrial Advisers on employment matters and other relevant agencies where student safety issues arise.
- Make available professional development, resources and/or advice to ensure kaimahi can perform their duties under this policy.
- Ensure all kaimahi are given a copy of this policy as part of the initial kaimahi induction programme.

Safe Recruitment of Kaimahi Procedures.

The Tumuaki is charged with responsibility for safety checking of all casual staff prior to appointment into a casual position as a relief Pouako or relief Pouāwhina. The Kaiwhakahaere Tari will be responsible for the three yearly checking of police vetting for all kaimahi who are not registered Pouako.

The Senior Leadership Team will be responsible for the safety procedures listed below for all long term fixed appointments and permanent positions.

Safety checks must include:

1. Confirmation of identity: a primary identification document to establish that the claimed identity exists, a second form of official identification that shows identity is used in the community, photographic identification verified in person.
2. Confirmation of address by the provision of personally addressed official documents.
3. Confirmation of qualifications: transcript and proof of education achievement and professional registration checks. Certified copies are acceptable.
4. New Zealand Police vetting.
5. Good character assessment: Interviews, information from referees, information from relevant professional organisations or registration bodies.
6. Risk assessment process.
7. Safety checks are to be updated every three years.

Desk File References:

1. Abuse – Students – External/Internal
2. Bullying and Emotional Welfare
3. Documentation and Reporting of Suspected Child Abuse
4. Protected Disclaimer
5. Reporting Injuries of students on arrival at school
6. Student Welfare
7. Volunteers

Related documentation and information:

[Oranga Tamariki - Vulnerable Children](#)

[Ministry of Education](#)