



### **Rationale:**

The Board of Trustees 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. We recognise the rights of family/whānau to participate in the decision-making about their children. Advice will be sought through appropriate agencies in all cases of suspected or alleged abuse, or neglect.

In line with the Oranga Tamariki Act 1989 [the object of this Act is to promote the wellbeing of children, young persons, and their families and family groups] and (previously the Children, Young Person and Their Families Act), any person in our college 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 college procedures and may also report the matter to a social worker or the local police.

In addition, the Vulnerable Children's Act 2014 applies, which supports the Government's priorities for improving the well-being of vulnerable children, ensuring that children's agencies work together to improve the wellbeing of vulnerable children, applies.

### **Requirements:**

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.

The Principal must:

- Develop appropriate procedures to meet child safety requirements as required and appropriate to the college.
- Comply with relevant legislative requirements and responsibilities.
- 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 and neglect, deal with disclosures by children and allegations against staff members and are able to take appropriate action in response with due respect to confidentiality.
- 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.
- 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.
- Ensure that this policy forms part of the initial staff induction programme for each staff member.
- Make this policy available on the college's website.

### **Other Relevant Documentation:**

- Oranga Tamariki Act 1989
- Vulnerable Childrens Act 2014
- Health and Disability Commissioner Act 1994
- Children Young Persons and Their Families Act 2017
- Privacy Act 1993
- Human Rights Act 1993
- Education Act 1989/1998
- Domestic Violence Act 1995

- Care of Children Act 2004
- Employment Relations Act 2000
- Code of Health and Disability Services Consumers' Rights

**Review schedule:** Within 3 years

| Reviewed and Tabled | Next Review Date |
|---------------------|------------------|
| 30 May 2016         | 2019             |
| 27 May 2019         | 2022             |
| 31 May 2021         | 2024             |
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|------------------------|---|
| Board Chair Signature: |  |
| Date:                  | 31 May 2021   |