



Child Safety and Protection Policy

National Administration Guideline 6

Rolleston College Child Protection Policy

Purpose

This policy demonstrates Rolleston College's commitment to build a culture of child protection and to provide information on how staff are expected to respond when they have concerns about the safety and well-being of children. It is aimed at supporting children, their whānau, children agencies, core and non-core workers to provide for the wellbeing of students who attend Rolleston College.

Principles

While many of the principles listed below are considered values they encompass everything we do as a school and it is important to capture and reinforce these alongside our more child protection specific principles. Our child protection principles are:

- i. Making the safety and wellbeing of children our primary concern, with the child at the centre of all decision-making when responding to suspected abuse or neglect.
- ii. Promoting a culture where staff feel confident to constructively challenge poor practice and raise issues of concern.
- iii. Recognition of the culture of the family/whānau, its importance and the rights of family/whānau to participate in decision-making about their children unless this would result in an escalation of risk to the child.
- iv. All staff know they can report suspected child abuse and neglect to Organga Tamariki or the Police.

Policy

Rolleston College recognises its responsibilities under the Vulnerable Children Act 2014 and is committed to embedding a culture of child protection that consistently safeguards and promotes the well-being of children. A key component is that we ensure that our staff can identify the signs of possible abuse or neglect and are able to take appropriate action, in a safe environment.

Rolleston College has

- i. a commitment to work together to produce the best possible outcomes for the child and to work towards continuous improvement in child protection practices, and all policies and initiatives are designed to promote (be inclusive of) and build a culture of child protection.
- ii. a commitment to develop and maintain links with iwi, Pasifika and other cultural and community groups and to ensure that important cultural concepts (e.g. whakamanawa, whakapapa, te reo Māori, tikanga, kaitiakitanga, wairuatanga) are integrated, as appropriate, into practice.
- iii. a commitment to open and transparent relationships with clients/service users, including being willing to share concerns about child safety issues with the family/whānau unless this would result in an escalation of risk.
- iv. a commitment to support all staff to work in accordance with the policy, to work with partner

agencies and community organisations to ensure child protection policies are consistent and of high quality and to always comply with relevant legislative responsibilities.

- v. a commitment to share information in a timely way and to discuss any concerns about an individual child with colleagues, the manager/supervisor or the designated person for child protection.
- vi. a commitment to meet all existing statutory and contractual obligations, including matters relating to employment.

In line with Vulnerable Childrens Act 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 and can also report the matter to a social worker or the local police.

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.

Therefore, the principal must:

1. Develop appropriate procedures to meet child safety requirements as required and appropriate to the school.
2. Comply with relevant legislative requirements and responsibilities.
3. Make this policy available on the school's internet site and available to staff.
4. Ensure that every contract, or funding arrangement, that the school enters into requires the adoption of child protection policies where required. This could be as simple as: they understand and comply with Rolleston College's Child Protection Policy
5. Ensure the interests and protection of the child are paramount in all circumstances.
6. Recognise the rights of family/whanau to participate in the decision-making about their children.
7. 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.
8. 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.
9. Promote a culture where staff feel confident they can constructively challenge poor practice or raise issues of concern without fear of reprisal.
10. Promote Safe Working Practices that encourage learner and staff wellbeing.
11. 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.
12. Seek advice as necessary on employment matters and other relevant agencies where child safety issues arise.
13. Make available professional development, resources and/or advice to ensure all staff can

carry out their roles in terms of this policy.

14. Ensure that this policy forms part of the initial staff induction programme for each staff member.

Publication and Review

Under the Vulnerable Children Act 2014 Rolleston College must ensure that its Child Protection Policy

- Contain, at a minimum, provisions on the identification and reporting of child abuse and neglect.
- be published on the School's website.
- is reviewed every three years.

The Principal or delegated nominee will cover an assessment of the implementation and operation of the Child Protection Policy over its first year, including:

- the views of staff about the accessibility, relevance and usefulness of the policy
- whether any serious incidents have occurred, and how effective the policy was at responding to them
- to what extent the policy needs updating to reflect lessons learnt.
- The Board is required to report on the implementation and ongoing operation of its CPP in its Annual Report.

Board Approval

1. When the Board approved this Policy it agreed that no variations of this Policy or amendments to it can be made except with the unanimous approval of the Board.
2. As part of its approval the Board requires the Principal to circulate this policy to all staff, and for a copy to be included in the School Policy Manual, copies of which shall be available to all staff.
3. The School policy manual shall also be made available to learners and parents at their request.
4. The Board requires that the Principal arrange for all new staff to be made familiar with this Policy and other policies approved by the Board.

Approved on behalf of, and with the
authority of Rolleston College Board of
Trustees

[Lynley Shaw](#)

(Board Chair / Trustee)

Date Signed

[March 2018](#)

(Day / Month / Year)

Reviewed Triennially
Next Review Date set at

[March 2021](#)

(Day / Month / Year)