



## **BATHGATE PARK SCHOOL CHILD PROTECTION POLICY**

This policy outlines the Board's commitment to child protection and recognises the important role and responsibility of all our staff in the protection of children. It includes the Board's expectations when child abuse is reported or suspected by us.

All staff members (including contractors and volunteers) are expected to be familiar with this policy, its associated procedures and protocols and abide by them.

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.

Advice will be sought through appropriate agencies in all cases of suspected or alleged abuse.

In line with section 15 of the Children, Young Person and Their Families Act 1989, and the Vulnerable Child Act 2015, 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 may also report the matter to a social worker or the local police.

Although ultimate accountability sits with the Board of Trustees, the Board of Trustees delegates monitoring 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.
- Make this policy available on request.
- Ensure that every contract, or funding arrangements, 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 the family/whanau to participate in the decision making about their child.
- Ensure that all staff are able to identify the signs and symptoms of potential abuse and neglect and deal with disclosures made by children.
- Ensure that all staff know the process to follow in response to any allegations made against staff members.

- 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 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.
- 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.

Approved   *S. Pomeroy*   (Presiding Member)

Review date   March 2025  

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### **Legislation**

- Children's Act 2014
- Oranga Tamariki Act 1989
- Children, Young Persons, and their Families (Oranga Tamariki) Legislation Act 2017

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### **Sources**

- **Child Matters**
- Oranga Tamariki – Ministry for Children: **Contact Us**
- Oranga Tamariki – Ministry for Children: **Worried about a child? Tell us**
- Ministry of Education: **Reporting Suspected Abuse**
- Ministry of Health: **Family Violence**
- New Zealand Police: **Keeping Ourselves Safe**
- Further information including frequently asked questions (FAQ's) are available on the NZSTA website – [www.nzsta.org.nz](http://www.nzsta.org.nz)
- Ministry of Education website – [www.education.govt.nz](http://www.education.govt.nz)
- Further information and sample child protection templates are available in the Children's Action Plan guideline Safer Organisations, Safer Children:  
<http://www.childrensactionplan.govt.nz/assets/CAP-Uploads/childrens-workforce/Safer-Organisations-safer-children-pdf>

### **Related Policies**

- Abuse and Harassment Policy
- Police Vetting Procedural Policy
- Protected Disclosures Policy