



# BOARD OF KAVANAGH COLLEGE

## POLICY: CHILD PROTECTION

NAG 5

### Purpose

Kavanagh College is committed to the prevention of child abuse and neglect and to the protection of all children.

### Application

This policy applies to all staff including part-time or temporary roles, contractors and volunteers. This policy outlines the Board's commitment to child protection and recognises the important role and responsibility of all of our staff, contractors and volunteers in the protection of children. It includes the Board's expectations when child abuse is reported or suspected by the College. All staff members, contractors and volunteers are expected to be familiar with this policy.

### Obligations

The Board 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.

### Action

In line with section 18 of the Children, Young Persons and Their Families (Oranga Tamariki) Legislation Act 2017, 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 local police.

### Delegation

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 on request.

4. Ensure that every contract or funding arrangement that the school enters into requires the adoption of child protection policies where required.
5. Ensure the interests and protection of the child are paramount in all circumstances.
6. Recognise the rights of whānau 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 criticism or reprisal.
10. 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.
11. Seek advice as necessary from NZSTA or the college's legal advisors on employment matters and other relevant agencies where child safety issues arise.
12. Make available professional development, resources and/or advice to ensure all staff can carry out their roles in terms of this policy.
13. Ensure that this policy forms part of the initial staff induction programme for each staff member.

Ratified by Board:  Signed for Board

Date: 11 August 2021

Responsibility:	Board of Kavanagh College
Reviewed:	August 2021
Next review date:	August 2024
Policy:	NAG 5 Child protection

#### **Related documentation and information**

- 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)
- Vulnerable Children Act 2014

- School procedures are available in the Staff Manual
- Further information and sample child protection templates are available in the Children's Action Plan Guideline Safer Organisations, Safer Children
- Privacy Policy
- [Privacy Act 2020](#)