

ST DOMINIC'S CATHOLIC COLLEGE

NAG 5: 514

CHILD PROTECTION POLICY

RATIONALE

The St Dominic's Catholic College Board of Trustees affirms that in keeping with the Special Character of the College it must meet its statutory obligation to maintain a safe learning environment for the students and staff at the College. The Board of Trustees has an obligation to ensure the wellbeing of children in our care so they thrive, belong and achieve.

PURPOSES

1. 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.
2. All staff members (including contractors and volunteers) are expected to be familiar with this policy, its associated procedures and protocols and abide by them. .
3. 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.
4. In line with the Vulnerable Children's 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 may also report the matter to a social worker or the local police.

GUIDELINES

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 (see Appendices 1, 2, 3 & 4)
2. Advice will be sought through appropriate agencies in all cases of suspected or alleged abuse (see Appendix 1).
3. Comply with relevant legislative requirements and responsibilities
4. Make this policy available on the school's internet site or available on request
5. Ensure that every contract, or funding arrangement, that the school enters into requires the adoption of child protection policies where required
6. Ensure the interests and protection of the child are paramount in all circumstances (see Appendix 3)
7. Recognise the rights of family/whanau to participate in the decision-making about their children

8. 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 (see Appendix 3)
9. 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
10. Promote a culture where staff feel confident they can constructively challenge poor practice or raise issues of concern without fear of reprisal
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 (see Appendix 1)
12. Seek advice as necessary from NZSTA advisors 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 (see Appendices 1, 2, 3 & 4)
15. When an allegation is made against a member of staff, the flow chart in Appendix 4 should be followed)
16. Visitors should be accompanied at all times by staff and volunteers and outside instructors should be monitored by staff.
17. Staff will be made aware of the legal guidelines regarding the reporting and collecting of personal information regarding abuse and neglect (see Appendix 3)
18. We commit not to use 'settlement agreements', because these are contrary to a culture of child protection.
19. This policy will be made available on the College website and on request.

Ratified by the Board

M. O'Brien

Signed by Chairperson
Board of Trustees

24/9/2018

Date