

## **Child Protection Policy**

**Manurewa Intermediate has a 'Child Protection Policy' and this is**

- a) Available to view on our website
- b) Signed by every staff member at the beginning of their employment. Staff members employed at August 2016 signed it then. This will be reviewed in April of 2019.
- c) A copy has been included below for reference:



### **Child Protection Policy Guidelines**

Manurewa Intermediate Board of Trustees has an obligation to ensure the wellbeing of the children in its care and is therefore committed to the prevention of child abuse and neglect and ultimately the protection of all children.

This policy outlines the Board of Trustees commitment to protecting children and promoting their well-being. It recognises the importance of the role and responsibility of all staff in the protection of children; furthermore, this policy outlays the expectation on all employees in terms of reporting suspected child abuse and the accompanying processes which may follow.

This policy is a living document and applies to all Manurewa Intermediate employees, volunteers, students and contractors; it is therefore an expectation that they are familiar with this policy, its associated procedures and protocols and abide by them. This policy is intended to protect all children, including siblings, extended whanau, friends and/or the children of adults accessing the school and any other children encountered through the day-to-day work of staff.

This policy is in line with section 15 of the Child, Young Person and Their Families Act; is underpinned by the Child's Action Plan and within the guidelines set out by the Ministry of Education. This policy will be reviewed every year and/or when new legislation is introduced.

Although accountability rests with the Board of Trustees, these responsibilities are delegated down to the Principal and Leadership Team to ensure that all child safety procedures are implemented and available to all staff, volunteers, students, contractors and parents.

#### The Commitment to Child Protection within Manurewa Intermediate School

- Comply with relevant legislation requirements and responsibilities.
- Develop appropriate internal procedures to meet child safety requirements as aligned to current legislation and in fitting with the school environment.
- Ensure that the policy and reporting process is readily available to the school community. It will be accessible on the school website and/or in hard copy upon request.
- Ensures the interests and protection of the child/ren are paramount in all circumstances.
- Ensure that every contract, funding arrangement, student placement and or volunteer agreement that the school enters into requires the adoption of the Child Protection Policy where required.
- To ensure that all staff are able to identify the signs and symptoms of potential abuse and neglect; know the most appropriate way to deal with disclosures by children[1] as well as allegations against staff members and are able to take appropriate action and responses[2].
- Open to consult other support agencies if or when a matter falls beyond the scope of employees as well as discuss and share relevant information, in line with a commitment to confidentiality and information sharing protocols. This is to take place in a timely

manner and that the process (start to finish) is with the knowledge of the Principal or designated Manager.

- Support all staff to work in accordance with the policy, to work collaboratively with partner agencies and organisations to ensure that the policy is understood and upheld.
- Will make available access to professional development, resources and or advice to all staff to ensure that they can carry out the expectation as set out by this policy.
- Ensure that this policy forms part of all staffs' initial induction process.

#### The Philosophy of Child Protection within Manurewa Intermediate School

- The safety and wellbeing of children within our school environment is our primary concern, and with this we place the child at the centre of all decision-making when responding to suspected abuse or neglect.
- We will strive to promote a culture where staff feel confident to constructively challenge poor practice and raise issues of concern related to suspected abuse or neglect.
- We place importance on the recognition of the culture of the family/whanau and the rights of family/whānau to participate in decision-making about their children unless assessed risk deems this to be unsafe.
- To ensure that all staff are aware that they can report suspected child abuse and neglect to Oranga Tamariki, or the Police should the opportunity to consult with allocated personnel (Pastoral Care Team) not be possible.

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**[1]** Take down brief notes: Date, time and location, include "" where appropriate. DO NOT ask any questions! You are not a counsellor/social worker – This is a duty of care on yourself. See page 3

**[2]** The leads at Manurewa Intermediate are the Principal and the DP:Pastoral Care

## Child Protection Policy Protocol Process



