
Carmel College Operational Policy 09: Child Protection Policy

Our college is the Catholic Church in action, an authentic expression of the Church's mission. Therefore, our role as a Catholic college, is, above all, to be a place where every member of this learning community can encounter the living God and our focus is on helping to form Christ in the lives of others. We do this through the Catholic and Mercy traditions.

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 are expected to be familiar with this policy, its associated procedures and protocols and abide by them. This information will also be made available to all contractors and volunteers.

In line with Section 15 of the Children, Young Person and Their Families Act, any person in our college 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 college's Child Protection 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 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 college
2. Comply with relevant legislative requirements and responsibilities
3. Make this policy available on the school's internet site or 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 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. 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 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

Review schedule: Within 3 years

This policy is to be read in conjunction with the following legislation:

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- † Vulnerable Children Act 2014 •
- † Children, Young Persons, and Their Families Act, 1989 •
- † Care of Children Act 2004 •
- † Domestic Violence Act 1995 •
- † Privacy Act 1993 •
- † Victims' Rights Act 2002 •
- † The United Nations Convention on the Rights of the Child (UNCROC)

This policy is to be read in conjunction with the following procedures:

- † Child Protection procedures
- † Complaints procedures

Related documentation and information

- † Further information including frequently asked questions (FAQ's) are available on the NZSTA website www.nzsta.org.nz
- † Ministry of Education website www.education.govt.nz
- † Vulnerable Children Act 2014

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>

This policy is to be reviewed: no later than December, 2017

This policy is to be next reviewed: November, 2017

Signed by BOT chair:

Date: