

Rangiora High School

Te Kura Tuarua o Rangiora



Child Protection Policy

Rationale

The Rangiora High School Board has an obligation to ensure students at this school thrive, belong and achieve to the best of their ability. The school is committed to the prevention of child abuse and neglect and to the protection of all children

Definitions

For the purposes of this policy:

- **Child** means a person under the age of 14 years
- **Child abuse** means the harming (whether physically, emotionally, or sexually), ill-treatment, abuse, neglect, or deprivation of any child or young person
- **Young person** means a person of or over the age of 14 years but under 18 years and also has an extended meaning that includes some young adults for certain purposes under [section 386AAA](#)
- **Staff** means all those employed by Rangiora High School, whether paid or voluntary, full time or part-time. This includes teaching and non-teaching staff.

Purpose

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

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

In line with Section 15 of the [Oranga Tamariki Act 1989](#), 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 report the matter immediately to a Designated person and ensure that the concern is taken seriously and reported.

Guidelines

1. Roles and Responsibility of Staff

- a. Although ultimate accountability sits with the Board, the Board delegates responsibility to the Principal; Deputy Principal (Student Support) and the Head of Department (Guidance) ([Designated Person for Child Protection](#)) to ensure that all child safety procedures are implemented and available to all staff, contractors, volunteers and parents. Therefore, the Principal must:
 - i. Develop appropriate procedures, complying with relevant legislative

requirements and responsibilities, to meet child safety requirements as required and appropriate to the school.

- ii. Comply with relevant legislative requirements and responsibilities.
 - iii. Ensure that every contract, or funding arrangement, that the school enters into requires the adoption of child protection policies where required.
 - iv. Ensure the interests and protection of the child are paramount in all circumstances.
 - v. Make this policy available on the school's internet site or available on request.
 - vi. Recognise the rights of family/whanau to participate in the decision-making about their children.
 - vii. 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.
 - viii. Promote a culture where staff feel confident they can constructively challenge poor practice or raise issues of concern without fear of reprisal.
 - ix. 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 Guidance Staff.
 - x. Seek advice as necessary from NZSTA advisors on employment matters and other relevant agencies where child safety issues arise.
 - xi. Provide professional development programmes, resources and/or advice to ensure all staff can carry out their roles in terms of this policy.
 - xii. ensure that this policy forms part of the initial staff induction programme for each staff member
 - xiii. make available professional development, resources and/or advice to ensure all staff can carry out their roles in terms of this policy.
- b. 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 report any concerns, suspicions or allegations of suspected abuse immediately to the Designated Person and ensure that the concern is taken seriously and reported.

Documentation and Legislation

- Care of Children Act 2004
- Children, Young Persons and Their Families Act 1989
- Children's Act 2014
- Crimes Act 1961
- Family Violence Act 2018
- Education and Training Act 2020
- Employment Relations Act 2000
- Health and Safety at Work Act 2015
- Human Rights Act 1993
- Privacy Act 2020
- Safer Organisations, Safer Children
- Public Service Act 2020
- Vulnerable Children Act 2014 - Requirements for schools and kura (Ministry of Education)

Related Policies & Procedures

- Harassment and Bullying Policy
- Equal Employment Opportunities Policy
- Police Vetting Procedure
- Professional Learning and Development Procedure
- Protected Disclosures Policy
- Staff Handbook

Date of Review	June 2023
Date of Next Review	June 2026
Date adopted by the Board	August 2023
Date of Amendment by the Board	