

CHILD PROTECTION

RATIONALE

Aorangi School recognizes that the well-being and safety of children is a paramount concern. This includes the prevention of child abuse or maltreatment. Aorangi School supports the role of statutory agencies (the Police and Child, Youth & Family) in the investigation of abuse and will report cases of suspected abuse to these agencies.

PURPOSE

- To ensure that the safety of the child is paramount.
- To provide procedures for dealing with cases of suspected abuse or neglect.
- To provide guidelines as to which help agencies will be used, interview procedures and how parents and caregivers will be informed.
- To ensure the protection of children by safety checking all staff, including volunteers, part time and temporary roles, and contractors.

GUIDELINES

1. Child abuse refers to the harming (whether physically, emotionally or sexually), ill treatment, abuse, neglect or serious deprivation of any child.
 - *Physical abuse* – any acts that may result in physical harm of a child.
 - *Sexual abuse* – any acts that involve forcing or enticing a child to take part in sexual activities, whether or not they are aware of what is happening.
 - *Emotional abuse* – any act or omission that results in adverse or impaired psychological, social, intellectual and emotional functioning or development.
 - *Neglect* – the persistent failure to meet a child's basic physical or psychological needs, leading to adverse or impaired physical or emotional functioning or development.
 - *Family violence* may be witnessed/experienced by children and involve physical, sexual and emotional abuse.
2. Staff will be receptive and sensitive to children so that children feel listened to and believed.
3. The school will use the most appropriate agency to deal with suspected abuse cases.
4. In the case of a report from a third party to the school, the first course of action will be for the school to direct the third party to a help agency without becoming involved. The school may be involved at a later date.
5. Parents will be informed except where the student's welfare is likely to be threatened.
6. The agency involved in these cases will be responsible for informing parents as they have the skills to handle the situation in the most appropriate way to support the child.

7. A staff member who suspects an abuse case must consult the Principal, who will take appropriate action.
8. Whenever an interview is held with a child, an adult on the staff whom the child has confidence in, should be present.
9. The confidentiality of any informant will be maintained.
10. Staff should be aware of the indicators of abuse.
11. All staff and volunteers working with children will be recruited safely. Safety checks will be completed for all people employed or engaged in work that involves regular or overnight contact with children.
 - *Employee* – a person of any age employed by an employer to do any work for hire or reward.
 - *Engaged* – someone other than an employee who is engaged to do any work for gain or reward e.g. a contractor.

CONCLUSION

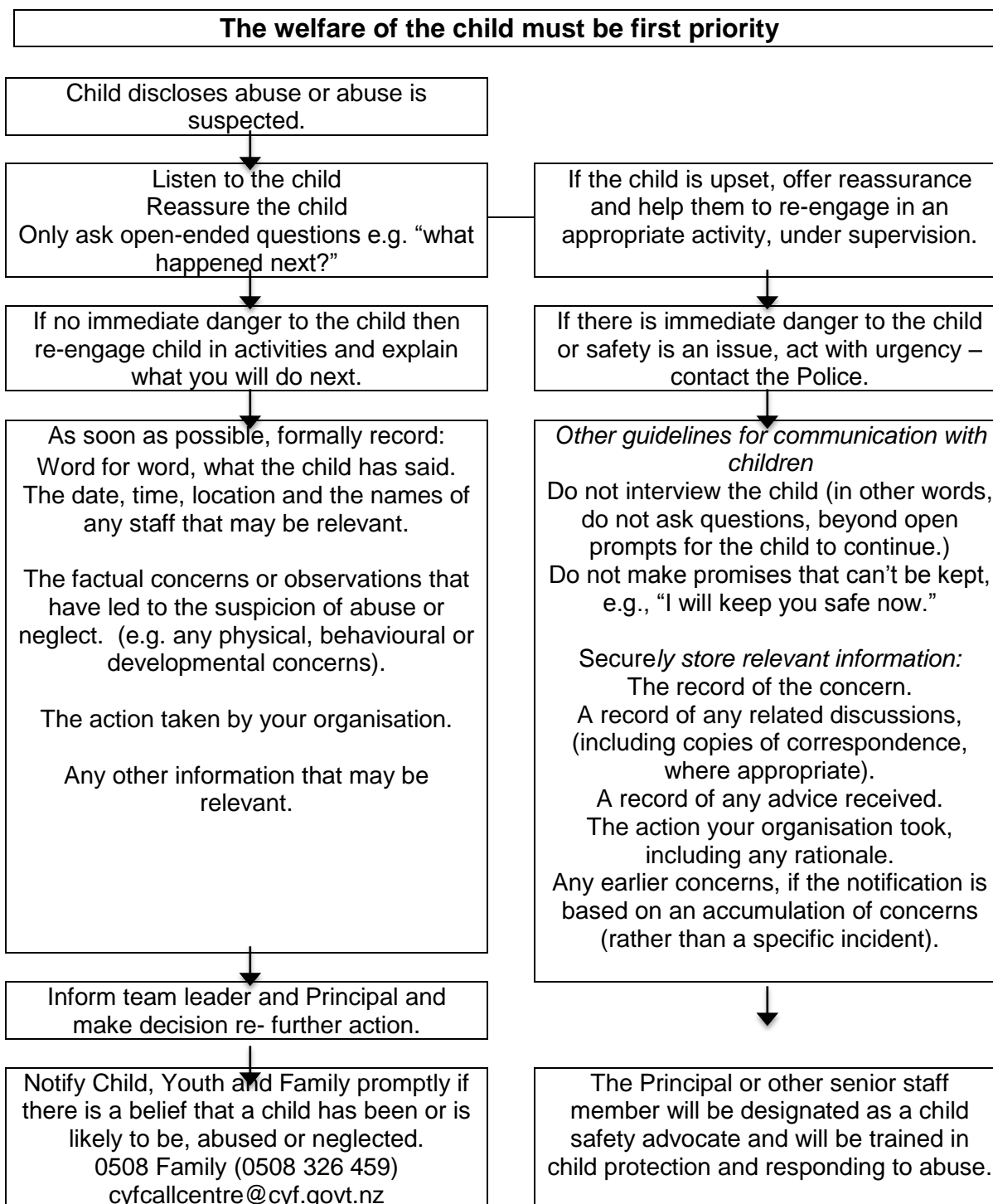
Children at risk through abuse will have their concerns addressed in a sensitive manner and with dignity and respect.

Approved **Board of Trustees Meeting** ____ / ____ / ____

Signature of Chairperson _____ ____ / ____ / ____

Signature of Principal _____ ____ / ____ / ____

Procedure for responding to a disclosure / concern about abuse



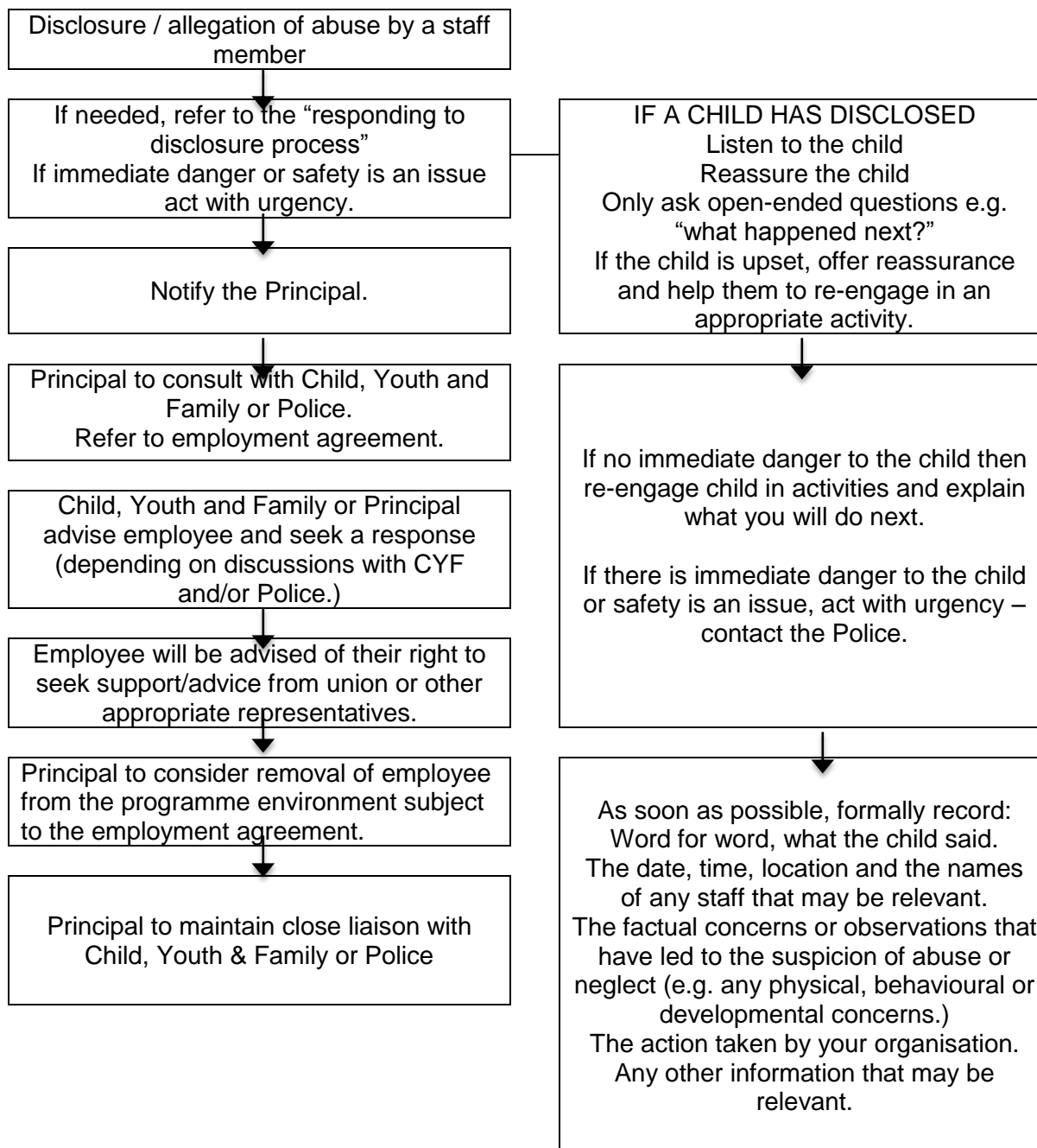
N.B

Any adult on staff who is present at an interview with a child may be required to give evidence in Court in the event of a defended hearing.

When an allegation of abuse is made against a staff member

Where it is suspected that child abuse has been carried out by a staff member, (paid, unpaid or in any programme role), the matter must be reported promptly to programme management.

Under no circumstances should the child making the allegation be exposed to unnecessary risk. This may require programme management to consider removal of the staff member from the programme environment subject to the requirements of the applicable employment contract. All actions will be undertaken with appropriate care to maintain confidentiality.





Children's Worker Safety Check.

Name: _____ D.O.B: _____

1. Identity Confirmation
 - a. Electronic Identity Credential (proof attached)
 - b. Confirmation of identity (1), original primary identity document. (Proof attached)
 - c. Confirmation of identity (2), original secondary document. (Proof attached)
 - d. Photo identity or identity referee. (Colour proof attached)
 - e. Personnel Records – no other claim to this identity. _____
2. Interview
 - a. Date of interview: _____
 - b. Names present during interview: _____

3. Work History Obtained (Attached)
4. Referee
 - a. Name of referee (1): _____,
date of contact: _____
 - b. Name of referee (2): _____,
date of contact: _____
5. Seeking Information – relevant professional organisation.
(Proof Attached)
 - a. Education Council
 - b. Other
6. NZ Police Vet
 - a. Date of Police Check: _____
 - b. Ref: _____
 - c. Confirmation filed: _____
7. Assessment of Risk

Conclusion: