

## Child Protection

Garston School aims to ensure the safety and security of all children by practising open and accountable child-centred decision-making. We recognise the importance of involving family/whānau in decision-making about their children, and will involve children in decision-making about themselves in age-appropriate ways. We acknowledge that child protection is everyone's responsibility and we promote our child protection policies to our school community.

"Child", in the context of our school's **child protection** policies, means a **child** or young person aged under 18 years (who is not married or in a civil union) – Children's Act 2014.

We take concerns about the safety of students seriously, and respond to them quickly. Prevention and early intervention are important, and we use the least intrusive intervention possible to protect vulnerable children.

We promote a culture where staff feel confident that they can challenge poor practice, or raise issues of concern without fear of reprisal. See  **Protected Disclosure**.

When addressing a formal complaint, the school does not use settlement agreements where these contradict a culture of child protection. See  **Investigate a Formal Complaint or Serious Allegation**.

We **share information** with appropriate agencies if sharing that information will protect or improve the safety, health, or wellbeing of a child. By law, we can share information with the police and Oranga Tamariki – Ministry for Children.

Schools are subject to the Children's Act 2014, and must have child protection policies which are readily available. As required by the Act, child protection practices are incorporated into our policies and procedures. Garston School has a designated person responsible for child protection policies. Our designated person is the principal, and is the primary point of contact for concerns about a child, including concerns about abuse or neglect. Our child protection policies apply to school staff, contractors, and volunteers.

Key policies and procedures related to child protection include:

Relevant section	Key child protection policies and procedures
Student Safety and Welfare	<input checked="" type="checkbox"/> Safe Practice Professional Development
	<input checked="" type="checkbox"/> Care and Management of Students
	<input checked="" type="checkbox"/> Sexual Behaviour in Children
	<input checked="" type="checkbox"/> Behaviour Management, especially <b>Bullying</b>
	<input checked="" type="checkbox"/> Abuse Recognition and Reporting, including <b>Definitions and Indicators of Child Abuse/Neglect/Family Violence</b>
Health, Safety, and Welfare Policy	<input checked="" type="checkbox"/> Supporting Student Wellbeing
	<input checked="" type="checkbox"/> Digital Technology and Cybersafety
	<input checked="" type="checkbox"/> Harassment
	<input checked="" type="checkbox"/> Contractors Working at School
	<input checked="" type="checkbox"/> Separated Parents, Day-to-Day Care, and Guardianship
	<input checked="" type="checkbox"/> Physical Restraint
Employer Responsibility Policy	<input checked="" type="checkbox"/> Staff Social Media
	<input checked="" type="checkbox"/> Visitors
	<input checked="" type="checkbox"/> Appointment Procedure, especially <b>Conduct Interviews, Referee and Background Checks</b>
	<input checked="" type="checkbox"/> Concerns and Complaints
Legislation and Administration Policy	<input checked="" type="checkbox"/> Protected Disclosure
	<input checked="" type="checkbox"/> Teacher Certification and Police Vetting
	<input checked="" type="checkbox"/> Privacy
Curriculum and Student Achievement Policy	<input checked="" type="checkbox"/> Sharing Information
	<input checked="" type="checkbox"/> Learning Support, especially <b>Learning Support Supervision</b>
Parents and Whānau	<input checked="" type="checkbox"/> EOTC Parent Help
	<input checked="" type="checkbox"/> Parent Involvement

### Reviewing our policies and procedures related to child protection

Our child protection policies are reviewed every one to three years. Garston School's designated person for child protection is involved in reviewing any policies and procedures related to child protection.

- The following policies are reviewed yearly as part of the school's **Implementation Audits and Reports**:
- Police Vetting for Non-Teachers
  - Abuse Recognition Reporting
  - Teacher Registration, Certification, and Police Vetting
  - Appointment Procedure

✓ The following policies are reviewed every three years as part of the SchoolDocs **review cycle**:

- Appointment Procedure
- Behaviour Management
- Concerns and Complaints
- Education Outside the Classroom
- Employer Responsibility
- Harassment
- Health, Safety, and Welfare
- Privacy
- Protected Disclosure
- Learning Support
- Visitors

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### Legislation

- Children's Act 2014
- Children, Young Persons, and Their Families (Oranga Tamariki) Legislation Act 2017

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### Resources

- Oranga Tamariki – Ministry for Children: **Children's Teams** 
- Oranga Tamariki – Ministry for Children: **Safer Organisations, Safer Children** (Guidelines for child protection policies to build safer organisations) 
- Child Matters: **Child Protection Policy** (offers a policy advisory service & an Organisation Health Check tool) 
- Ministry of Education: **Reporting of Suspected or Actual Child Abuse or Neglect** (2009 Protocol) 
- Ministry of Health: **Is that Child OK?** 
- Ministry of Health: **Family Violence** 
- Ministry of Social Development: **Evaluation of Social Workers in Schools (SWIS) services** 
- Safeguarding Children Initiative: **Home** (e-learning and seminars) 

**Release history: Term 3 2019, Term 4 2017**

<i>Last scheduled review</i>	<i>Term 3 2020</i>
<i>Last internal review</i>	<i>Term 3 2020</i>
<i>Topic type</i>	<i>Core Generic</i>