



## LYNFIELD COLLEGE

### CHILD PROTECTION POLICY

*To be read in conjunction with the Child Protection Procedures, Safe School Documents  
and Staff Selection and Appointment Procedures*

#### RATIONALE

The Board of Trustees (the Board), has an obligation to ensure the wellbeing of children in our care so they thrive, belong and achieve. We are committed to the prevention of child abuse and neglect and to the protection of all children. The safety and wellbeing of our students is our top priority.

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 (including contractors and volunteers) are expected to be familiar with this policy and its associated procedures.

#### GUIDELINES

In line with section 15 of the Children, Young Person and Their Families Act, any person at Lynfield 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 school procedures and may also report the matter to the child protection statutory agency and the local police if necessary.

Although ultimate accountability sits with the board, 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 school
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 New Zealand School Trustees Association 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.

**Signed on behalf of the Lynfield College Board of Trustees:**

Chairperson ..... Date .....

#### **RELATED DOCUMENTATION AND INFORMATION**

- Further information including frequently asked questions (FAQ's) are available on the NZSTA website <http://www.nzsta.org.nz/accountability/student-safety>
- Ministry of Education website: <http://www.education.govt.nz/>
- Vulnerable Children Act 2014:  
<http://www.legislation.govt.nz/act/public/2014/0040/latest/DLM5501618.html>
- Children, Young Persons and Their Families Act 1989  
<http://www.legislation.govt.nz/act/public/1989/0024/latest/DLM149467.html>
- Further information and sample child protection templates are available in the Children's Action Plan guideline Safer Organisations, Safer Children: <https://www.orangatamariki.govt.nz/working-with-children/childrens-teams/>