



Nelson College for Girls Board Policy

OP17 Child Protection Policy

Nelson College for Girls Board recognises the important role and responsibility that all staff have in identifying and responding to suspected child vulnerability, abuse or neglect and in responding appropriately to concerns about the well-being of a child.

All children have the fundamental right to physical, mental and social well-being, and it is our responsibility to report any concerns of abuse of a child, and provide a safe environment for children. The Board has an obligation to ensure the well-being of children in our care so they thrive, belong and achieve.

'Child' and 'Children' means any young people under the age of 18 at Nelson College for Girls, including students, siblings and any other children visiting the school.

The Board, in accordance with relevant legislative requirements must:

- Adopt this Child Protection Policy
- Ensure the policy is on the school website and available upon request from NCG Reception
- Ensure that all agencies, or contractors on-site fulfil the requirements of this Child Protection policy
- Review the policy every three years

All staff, (including contractors and volunteers) are expected to understand, and adhere to, this policy and its associated procedures and protocols and abide by them.

The Privacy Act and the Children, Young Persons and their Families Act (1989) allow information to be shared with agencies to keep children safe when vulnerability, abuse, neglect or suspected abuse and neglect is reported or investigated.

Although ultimate responsibility 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. Ensure there are procedures in place to identify and respond to allegations regarding child vulnerability, abuse and neglect.
2. Ensure that the senior leaders and pastoral team within the school work together with other agencies (e.g. Police, Oranga Tamariki, CAMHs) to improve the well-being of vulnerable children.
3. Ensure that the Child Protection Policy, and tools for the recording of vulnerability, care and protection concerns, form part of the staff induction programme.
4. Ensure the interests and protection of the child are paramount in all circumstances.

5. Recognise that although the rights of the family/whānau to participate in decision-making about their children is paramount, there are circumstances when this cannot initially occur.
6. Accept responsibility under child protection legislation and engage in safe recruitment and employment practices, seeking advice as necessary from NZSTA advisors on employment matters when child safety issues arise.
7. Consult, discuss and share relevant information in a timely way regarding any concerns about an individual child with the board or designated person.
8. Ensure there are procedures in place to deal with the possibility of an allegation involving a staff member.
9. Promote a culture where staff feel confident they can constructively challenge poor practice or raise issues of concern without fear of reprisal.
10. Appoint a Child Protection Co-ordinator (SLT member with Pastoral oversight) who has specific responsibilities:
 - i. Co-ordinate the review of the Child Protection procedures as required
 - ii. Co-ordinate the school's response to child vulnerability, abuse and neglect
 - iii. Ensure key pastoral staff receive annual Child Protection training updates
 - iv. Ensure training for all staff relating to the identification and prevention of child vulnerability, abuse and neglect
 - v. Ensure documentation tools are in place and accessible to staff for the recording of care and protection concerns – KAMAR, Pastoral referral Sharepoint
 - vi. Provide advice and support for staff who may have child protection concerns
 - vii. Maintain strong working relationships with Oranga Tamariki, Nelson Police and Youth Aid, and other local agencies involved in child protection.
 - viii. Ensure timely review of child protection practice occurs.

Policy Agreed:

Signature (Chair)

Date

Review Schedule: Triennial
 Review Date: December 2024
 Supporting Procedures: N/A
 Supporting Documents: N/A