



Whangaparaoa College

Child Protection Policy and Procedures

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Policy

- 1) Whangaparaoa College is committed to child protection. It recognises the important role and responsibility that all staff share in the protection of learners at the school. The Board, Leadership and Staff have an obligation to ensure the wellbeing of learners in our care so they may thrive, belong and achieve. The College is committed to the prevention of child abuse and neglect and to the protection of all learners in our care.
- 2) With respect to potential child abuse and neglect, Leadership will:
 - a. Equip staff through training, on ways to identify and address concerns around suspected abuse or neglect.
 - b. Ensure procedures are in place so if staff are aware of signs of abuse and neglect, they are aware of, and follow, the appropriate steps.
 - c. Ensure awareness of potential child abuse and neglect forms part of the initial induction programme for staff members.
 - d. Make the interest and safety of the learner central to any procedures from reporting the potential abuse and neglect, through to intervention and remediation.
 - e. Recognise the importance of family/whanau to participate in decision-making where appropriate.
 - f. Maintain and uphold protective disclosure, so staff feel confident they can constructively challenge poor practice or raise concerns without fear of reprisal.
- 3) Whangaparaoa College undertakes to:
 - a. Have designated staff trained to respond to suspected abuse or neglect of a child or young person.
 - b. Appoint a designated department for lodging of concerns.
 - c. Recognition of best practice and Treaty Principles when engaging with whanau over decision making.
 - i. Protection: provide a safe environment, maintaining the dignity of those involved wherever possible.
 - ii. Partnership: where possible, engage respectfully with whanau.
 - iii. Participation: collaborate where possible with whanau on action plan.

- d. Recognition and integration of important cultural concepts in practice.
 - i. Protection first: engagement of whanau in process must not be at the expense of child's immediate safety or wellbeing.
 - ii. If likely to escalate risk to child, staff must maintain a safe and confidential process.
- 4) Whangaparaoa College is committed to providing a safe learning environment, and maintains a comprehensive Health and Safety Policy aligned to this principle. This policy should be read in conjunction with the Health and Safety Policy.
- 5) This policy will be reviewed by the Board at least every three years.

Procedures

1. For definitions of abuse and neglect, see the definitions within this [link](#).
2. We will have a multi-disciplinary process that engages internal pastoral staff in the first instance, and progresses outward to appropriate agencies through recognised stages of urgency. In the case of:
 - a. Low or moderate concerns. These are raised in the internal meeting and if necessary, referred on to pastoral staff to action. Designated staff will be responsible for logging their actions/responses to these concerns, including any whanau contact, via KAMAR.
 - b. Moderate to severe concerns. Where issues of safety are ongoing and complex, or risk to child is present and/or imminent, then the designated staff are notified and refer to the appropriate agencies: i.e. Police and Oranga Tamariki. These notifications to external agencies are logged on KAMAR/flagged as sensitive.
3. Designated Child Protection Staff
 - a. Internal team
 - i. Deputy Principal holding Pastoral Portfolio
 - ii. Head of Counselling
 - iii. School Guidance Counsellor(s)
 - iv. School Nurse
 - b. External Team

i. Oranga Tamariki	09-912-3820
ii. Orewa Police	09- 426-4555
iii. Waitemata District Health Team	09-486-8900
iv. Mental Health (Marinoto)	09-489-0555
v. Mental Health Crisis Team	09-486-1491
vi. Public Health Nurse or Social Worker	09-427-0300
4. These procedures can be reviewed and improved any time at the discretion of the Principal.
5. Flow Chart for Child Protection Action Plan Implementation.

