




**CHILD PROTECTION POLICY 2021**

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| <b>Signed By:</b>        | James Herbert<br><br><br><hr/><br>Waikato Waldorf School Board, Presiding Member |
| <b>Date Ratified:</b>    | Term 1<br><br>8 April 2021   |
| <b>Next Review Date:</b> | Term 1<br><br>Xx xxx 2023  |
| <b>Review Cycle:</b>     | Every two years (maximum)  |

**Rationale**

This policy outlines Waikato Waldorf School Board 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.

The school board has an obligation to ensure the wellbeing of children in our care so they thrive, belong and achieve. In accordance with the Vulnerable Children Act 2014, we are committed to the prevention of child abuse and neglect and to the protection of all children. The safety and wellbeing of the child is our top priority.

Advice will be sought through appropriate agencies in all cases of suspected or alleged abuse. All staff members (including contractors and volunteers) are expected to be familiar with this policy, its associated procedures and protocols and abide by them.

# Waikato Waldorf School

*...developing the whole child*



## Policy

In line with Section 15 of the Oranga Tamariki Act 1989, any person in our school 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 a social worker or the local police.

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:

- Develop appropriate procedures to meet child safety requirements as required and appropriate to the school
- Comply with relevant legislative requirements and responsibilities
- Make this policy available on the school's internet site or available on request
- Ensure that every contract, or funding arrangement, that the school enters into requires the adoption of child protection policies where required
- Ensure the interests and protection of the child are paramount in all circumstances
- Recognise the rights of family/whanau to participate in the decision-making about their children
- 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
- 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
- Promote a culture where staff feel confident they can constructively challenge poor practice or raise issues of concern without fear of reprisal
- 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
- Seek advice as necessary from NZSTA advisors on employment matters and other relevant agencies where child safety issues arise
- Make available professional development, resources and/or advice to ensure all staff can carry out their roles in terms of this policy
- Ensure that this policy forms part of the initial staff induction programme for each staff member.

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## **Waikato Waldorf School Implementation Detail**

- A School Coordinator has been appointed. This is the Principal and in the absence of the Principal, a member of the senior management team.
- Staff are updated annually on the Child Protection Policy and Implementation Plan, this information is part of the school's Staff Handbook which links through to the Staff Policies Folder.
- Coordinator will draw up an Implementation Plan for the school's policy folders on: -
  - Awareness of abuse indicators
  - Steps for staff to follow when responding to suspected abuse
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  - Confidentiality
  - Supervision guidelines for staff
  - Procedures for abuse by a staff member
- Alleged abuse by a staff member is to be followed up by the Principal with liaison with NZSTA for current employment procedures to follow.
- Waikato Waldorf School accepts that all cultures have differing values in responding to and dealing with abuse. Whilst the school respects these values, the procedures clearly outlined with this policy must be adhered to.
- The School Board undertakes to resource the development and training of the School Co-ordinator.

## **Related documentation and information**

- Waikato Waldorf School – Identification of Suspected Child Abuse Procedures 2021
- Further information including frequently asked questions (FAQ's) are available on the NZSTA website [www.nzsta.org.nz](http://www.nzsta.org.nz)
- Ministry of Education website [www.education.govt.nz](http://www.education.govt.nz)
- [Vulnerable Children Act 2014](#)
- Further information and resources on the Vulnerable Children Act requirements and Child Protection Policies visit: [www.orangatamariki.govt.nz/working-with-children/vulnerable-children-act-requirements/child-protection-policies/](http://www.orangatamariki.govt.nz/working-with-children/vulnerable-children-act-requirements/child-protection-policies/)