



Pukekohe North School

Princes Street, Pukekohe. Phone 0-9-238-8552

CHILD PROTECTION Ensuring the Health and Wellbeing of Children.

RATIONALE:

The Board is responsible under The Vulnerable Children Act 2014 to protect and improve the wellbeing of vulnerable children at Pukekohe North School. This policy and following procedures provides for the emotional, physical, sexual and neglect abuse situations that children may be subjected to.

POLICY:

1. The Board will make child safety, security and welfare a priority
2. The Board will provide a safe physical and emotional environment at Pukekohe North School for all students, community workers, employees and volunteers
3. All staff are responsible for the safety and wellbeing of children at Pukekohe North School.
4. Any issues of suspected child abuse will be taken seriously and addressed as per Pukekohe North School Child Protection Procedure.
5. The Designated People for Child Protection are the Principal and Deputy Principal
6. Staff will receive annual Child Protection Training
7. The Board is responsible for ensuring all employees, contractors and volunteers are safe and competent to work with and around children, and has designated this responsibility to the Principal
8. Contractors or any organisation engaging employees who may work or have any level of contact with our students (for a minimum of a day per week) will be required to provide a Child Protection Policy to the management of Pukekohe North School prior to commencing any works or engagement
9. All staff must act within the legal requirements of the Privacy Act, Children, Young Persons and their Families Act, Health information Act and other statutes. There are provisions within each of these acts for sharing information needed to protect children and enable other people to carry out their legitimate functions. Any sharing of information must be done in the child's best interest and not be in breach of the privacy act.
10. Staff may be asked to provide information to Oranga Tamariki, the Police, Court or Lawyers and Psychologists. The Board will provide any support to staff in this situation.
11. The videoing of students can only be completed with a specific purpose as approved by the Principal / Deputy Principal and written parental permission from the parents.
12. Information sharing will be restricted to those who have a need to know in order to protect children.
13. A The Principal / Deputy Principal will refer all suspected situations of child abuse to Police or Oranga Tamariki
14. If a staff member (or volunteer) is suspected of abuse, they will be prevented from having further unsupervised access to children during any investigation and will be informed fully of their rights.
15. If a child discloses abuse, staff will also follow the guide Dealing with Disclosures of Abuse.
16. The Board will ensure support is available to any staff member on request when they have been involved in a stressful situation involving child protection.
17. If the police decide to undertake a criminal investigation then the member of staff may be suspended, without prejudice, as a precautionary measure. At this stage no internal investigation will be undertaken and no evidence gathered that might prejudice the criminal investigation.
18. If Pukekohe North School is aware that a member of staff it has placed on precautionary suspension also works with children for another organisation, either as an employee or a volunteer, it will ensure that the other organisation is informed of the suspension and the subsequent outcome. Consultation with Oranga Tamariki or the Police will determine how this information is conveyed.
19. If there is insufficient evidence to pursue a criminal prosecution, the Board reserves the rights to conduct an internal investigation if there is "reasonable cause to suspect" that abuse may have

occurred. The allegation may represent inappropriate behaviour of poor practice by a member of staff which will then be considered under internal disciplinary procedures.

20. All new staff will undertake an induction programme that requires them to read and understand this policy, all related child protection procedures and any information about child abuse provided to them by the Principal / Deputy Principal
21. All staff must read and agree to the Education Council's Code of Ethics. Failure to adhere to this code may result in disciplinary action.
22. All school employees and volunteers will be Police vetted (and updated every 3 years)
23. The Board will not employ any children's worker that has a Vulnerable Children's Act Schedule 2 offence eg. Ill-treatment -neglect, aggravated wounding or injury, murder, manslaughter, indecencies, sexual violation, abduction.

Before making any Employment Decisions the Pukekohe North School Board of Trustees will assess all criminal histories bearing in mind the following:

*The VCA Workforce Restriction makes it unlawful to employ people with convictions for specified offences in core children's workforce roles, unless the work has an exemption.

*Even where the Workforce Restriction doesn't apply (or a person has an exception) the Board will collect enough information to understand the following factors and make an assessment of risk

*The relevance of the conviction to child-related work and safeguarding children. An offence against children or other vulnerable people has an obvious relationship. Patterns of fraudulent offending can also be a concern, given the importance of trust in the children's workforce.

*The context of the role being screened for. A conviction for drink driving may be more prejudicial for a school bus driver than another role but may still give concern for working with children.

*How long ago the conviction was. Convictions followed by a long period without re-offending may indicate successful rehabilitation but doesn't guarantee it.

*The age of the children's worker at the time of the offending. Convictions occurring when the children's worker was young, followed by a sustained period of non-offending may indicate that the children's worker has successfully rehabilitated.

CONCLUSION:

The Pukekohe North School Board of Trustees upholds the belief that no single agency alone can protect vulnerable children and thus we will work with families /whanau, communities and organisations to protect our children from harm.

SUPPORTING DOCUMENTS/EVIDENCE:

- Vulnerable Children Act (VCA) 2014
- Schedule 2 of the VCA
- Education Act 1989-All employees must be police vetted
- State Sector Act 1988- Good Employer provisions
- National Administration Guideline 5- Provision of a safe and emotional environment / Comply in full with any legislation to ensure the safety of students and employees
- NAG 5 Policy-Wellbeing and Emotional Safety of Students
- Children Young Persons and their Families Act 1989
- Human Rights Act-Protect from discrimination of employment.
- Privacy Act -Privacy principles.
- Employment Relations Act 2000

Terms:

Child = New Zealand's legal definition of 'child' varies depending upon the legal context in which the child is being

viewed (Children, Young Persons and Their Families Act 1989; Care of Children Act 2004; Domestic Violence Act 1995).

The United Nations Convention on the Rights of the Child states in Article 1, that 'child' means every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier

Contact = physical, oral or communication through any electronic medium including writing or visual images.

Core Worker = children’s worker whose work / regulated service allows that when the person is present with a child or children in the course of that work, the person:

Is the only children’s worker present; or

Is the children’s worker who has primary responsibility for or the authority over the child or children present.

Designated Person = The Principal / Deputy Principal

Personnel or Staff = Personnel either employed by an organisation, or engaged by an organisation on a sub-contract basis, or engaged by an organisation on a voluntary or unpaid basis.

Regular = Non incidental work at least once each week or on at least 4 days per month.

Work =paid or unpaid work that is undertaken as part of an educational or vocational training course

PROCEDURES: CHILD PROTECTION

Ensuring the Health and Wellbeing of Children.

Child Abuse is defined in the Children Young Persons and their Families Act as

“the harming (whether physically, emotionally, or sexually), ill-treatment, abuse, neglect or deprivation of any child or young person.”

Procedures:

Respond: to the concern, reassure the person who has given the information	Record: all information on the E-Tap Student Management System under Sensitive Notes. (Guidance Section) Remember to distinguish between fact and opinion	Consult: With this policy and external agencies	Report: Concerns to Child Youth and Family / The NZ Police
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1. The School will contact referees and discuss possible employees qualifications and suitability for roles at Pukekohe North School before any offer of position is made or work commenced.
2. To confirm identities, at least two sources of photographic identification will be sighted by The Principal or Deputy Principal prior to the employee / volunteer commencing work with our students.
3. Curriculum Vitae should cover the last 5 years of service and employment.
4. Volunteers will be Police Vetted, generally in January for activities including but not restricted to: Sports Coaching / Managing, Musical / Cultural Performances, In class support, resource making , repairing, school trip drivers /supervisors, school camp attendees
5. Staff will not take still or moving video pictures of children without the permission of parents / care-givers
6. Pukekohe North School will update the procedural items included in numbers 4 and 5 in February each year as well as at enrolment.
7. Principal / Deputy Principal are responsible for ensuring that the procedure for reporting child abuse is effective and timely
8. If a member of staff has a child protection concern then they must inform the Principal / Deputy Principal as soon as possible and they will act immediately to protect the child (ren) concerned.
9. After investigation, the Principal / Deputy Principal will make contact with Oranga Tamariki / The NZ Police.

Identifying Child Abuse and Neglect:

<p><u>Emotional abuse:</u> occurs when a child’s emotional, psychological or social well-being and sense of worth is continually battered.</p> <p>It can include a pattern of criticising, rejecting, degrading, ignoring, isolating, corrupting, exploiting and terrorising a child. It may result from exposure to family violence or involvement in illegal or anti-social activities.</p> <p>Emotional abuse is almost always present when other forms of abuse occur.</p> <p>The effects of this form of abuse are not always immediate or visible. The long-lasting effects of emotional abuse may only become evident as a child becomes older and begins to show difficult or disturbing behaviours or symptoms.</p>	<p>There may be physical indicators that a child is being emotionally abused. Some examples of this are:</p> <p>Bed-wetting or bed soiling that has no medical cause Frequent psychosomatic complaints (eg. Headaches, nausea, abdominal pains) Prolonged vomiting or diarrhoea Has not attained significant developmental milestones Dressed differently from other children in the family Has deprived physical living conditions compared with other children in the family</p> <p>There may also be indicators in a child’s behaviour that could indicate emotional abuse. Some examples of this are:</p> <p>Suffers from severe developmental gaps Severe symptoms of depression, anxiety, withdrawal or aggression Severe symptoms of self destructive behaviour – self harming, suicide attempts, engaging in drug or alcohol abuse Overly compliant; too well-mannered; too neat and clean Displays attention seeking behaviours or displays extreme inhibition in play When at play, behaviour may model or copy negative behaviour and language used at home</p> <p>There may be indicators in adult behaviour that could indicate emotional abuse. Some examples of this are:</p> <p>Constantly calls the child names, labels the child or publicly humiliates the child Continually threatens the child with physical harm or forces the child to witness physical harm inflicted on a loved one Has unrealistic expectations of the child Involves the child in “adult issues”, such as separation or access issues Keeps the child at home in a role of subservient or surrogate parent</p>
<p><u>Neglect:</u></p> <p>is a pattern of behaviour which occurs over a period of time and results in impaired functioning or development of a child. It is the failure to provide for a child’s basic needs.</p> <p>Neglect may be: Physical - failure to provide necessary basic needs of food, shelter or warmth Medical - failure to seek, obtain or follow through with medical care for the child Abandonment - leaving a child young person in any situation without arranging necessary care for them and with no intention of returning Neglectful supervision – failure to provide developmentally appropriate or legally required supervision Refusal to assume parental responsibility - unwillingness or inability to provide appropriate care for a child</p>	<p>There may be physical indicators that a child is being neglected. Some examples of this are:</p> <p>Inappropriate dress for the weather Extremely dirty or unbathed Inadequately supervised or left alone for unacceptable periods of time Malnourished May have severe nappy rash or other persistent skin disorders or rashes resulting from improper care or lack of hygiene</p> <p>There may also be indicators in a child’s behaviour that could indicate neglect. Some examples of this are:</p> <p>Demonstrates severe lack of attachment to other adults Poor school attendance or school performance Poor social skills May steal food Is very demanding of affection or attention Has no understanding of basic hygiene</p> <p>There may be indicators in adult behaviour that could indicate neglect. Some examples of this are:</p> <p>Fails to provide for the child’s basic needs, such as housing, nutrition, medical and psychological care</p>

	<p>Fails to enrol a child in school or permits truancy Leaves the child home alone Is overwhelmed with own problems and puts own needs ahead of the child's needs</p>
<p><u>Physical abuse:</u></p> <p>can be caused from punching, beating, kicking, shaking, biting, burning or throwing the child. Physical abuse may also result from excessive or inappropriate discipline or violence within the family, and is considered abuse regardless of whether or not it was intended to hurt the child. Physical abuse may be the result of a single episode or of a series of episodes.</p> <p>Injuries to a child may vary in severity and range from minor bruising, burns, welts or bite marks, major fractures of the long bones or skull, to its most extreme form, the death of a child</p>	<p>There may be physical indicators that a child is being abused. Some examples of this are:</p> <p>Unexplained bruises, welts, cuts, abrasions Unexplained burns Unexplained fractures or disclosures There may also be indicators in a child's behaviour that could indicate physical abuse. Some examples of this are:</p> <p>Is wary of adults or of a particular individual Is violent to animals or other children Is dressed inappropriately to hide bruises or other injuries May be extremely aggressive or extremely withdrawn Cannot recall how the injuries occurred or gives inconsistent explanations There may be indicators in adult behaviour that could indicate physical abuse. Some examples of this are:</p> <p>May be vague about the details of the cause of injury and the account of the injury may change from time to time May blame the accident on a sibling, friend, relative or the injured child Shakes an infant Threats or attempts to injure a child Is aggressive towards a child in front of others May delay in seeking medical attention for a child</p>
<p><u>Sexual abuse:</u></p> <p>includes acts or behaviours where an adult, older or more powerful person uses a child for a sexual purpose.</p> <p>While it may involve a stranger, most sexual abuse is perpetrated by someone the child knows and trusts.</p> <p>It includes, any touching for sexual purpose, fondling of breasts, buttocks, genitals, oral sex, sexual intercourse, an adult exposing themselves to the child, or seeking to have a child touch them for a sexual purpose. It also includes voyeurism, photographing children inappropriately, involving the child in pornographic activities or prostitution or using the internet and phone to initiate sexual conversations with children.</p>	<p>There may be physical indicators that a child is being sexually abused. Some examples of this are:</p> <p>Torn, stained or bloody underclothing Bruises, lacerations, redness, swelling or bleeding in genital, vaginal or anal area Blood in urine or faeces Sexually transmitted disease Unusual or excessive itching or pain in the genital or anal area There may also be indicators in a child's behaviour that could indicate sexual abuse.</p> <p>Some examples of this in young children are:</p> <p>Age-inappropriate sexual play with toys, self, others Bizarre, sophisticated or unusual sexual knowledge Comments such as "I've got a secret", or "I don't like Uncle" Fire lighting by boys Fear of certain places eg bedroom or bathroom Some examples of this in older children are:</p> <p>Eating disorders Promiscuity or prostitution Uses younger children in sexual acts Tries to make self as unattractive as possible There may be indicators in adult behaviour that could indicate sexual abuse. Some examples of this are:</p>

	May be unusually over-protective of a child Is jealous of a child's relationships with peers or other adults or is controlling of the child May favour the victim over other children Demonstrates physical contact or affection to a child which appears sexual in nature or has sexual overtones
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For further information consult:

Pukekohe North School Policies:

- >Digital Citizenship
- >Internet Agreement
- >ICT Code of Conduct.
- >Sexual and Physical Abuse
- >Emergency and Traumatic Situations

Child Matters -

<http://www.childmatters.org.nz>

The Department of Internal Affairs Child Safety Online Guidelines <http://www.dia.govt.nz/Censorship-Child-Safety-Online>

Education Council of New Zealand

<http://www.educationcouncil.org.nz/VCA>

New Zealand Police - 37 Manukau Rd, Pukekohe, 2120 [09-237 1700](tel:09-237-1700)

Oranga Tamariki- [Level 1, 9-11 Tobin Street Pukekohe 2120 0508 326-459](tel:0800-543-753)

Approved by the Pukekohe North School Board of Trustees at their meeting of:

May 2020

Next Review:

May 2022