



## Outcome statement

Students at this school are acknowledged as being made in the image and likeness of God, therefore they have innate dignity. They thrive, belong, and achieve to the best of their ability. The school is committed to the prevention of child abuse and neglect and to the protection of all children.

## Scoping

All staff members (including contractors and volunteers) are expected to be familiar with this policy, and the policy's associated procedures and protocols and abide by them.

Advice will be sought through appropriate agencies in all cases of suspected or alleged abuse.

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.

*The Catholic Church believes that every child has a value and dignity which derives directly from their creation in the image of God and from this flows a duty to value all children and therefore protect them from harm.*

## Delegations

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.

## Expectations and limitations

The principal must:

- ensure that all staff understand the Catholic social teaching (CST) principles of human dignity, human equality, respect for human life, the common good and preferential option for the poor and vulnerable, and their application to children.
- develop appropriate procedures to meet child safety requirements as required and appropriate to the school
- comply with relevant legislative requirements and responsibilities
- comply with the overriding principle (essence) of the safeguarding policy of the Proprietor and/or the Bishop of the diocese and with the Catholic Church in Aotearoa New Zealand's national guidelines for safeguarding children and vulnerable adults
- 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 CST principle of subsidiarity linked to the rights of family/whānau 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 and 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 procedures 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 with the board or designated person in line with our commitment to confidentiality and information-sharing protocols in a timely way regarding any concerns about an individual child
- seek advice as necessary from NZSTA advisers on employment matters and other relevant agencies where child safety issues arise
- make available professional development and formation, 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.

## Procedures/supporting documentation

Definitions

[\*Principles of Catholic Social Teaching\*](#)

Documents and Policies-[\*National Office for Professional Standards: The Catholic Church in Aotearoa New Zealand\*](#)

[\*Proprietor's and bishop of the diocese's safeguarding policy\*](#)

- Identification and reporting of child abuse and neglect
  - Four categories of abuse (emotional, physical, sexual and neglect)
  - How to respond to suspected abuse or neglect
  - How to respond to disclosures made by a child
  - Recording a disclosure
  - Reporting suspected child abuse and neglect
- Confidentiality, information sharing and recording
- Safety checking – safety checklist
- Police vetting
- Staff capability and professional development
- Safe at work practices
  - Physical contact with children
  - Working one on one with children
  - Transporting children
  - Overnight stays/camps
  - Social media and technology (internet protection, photo storage)

- Parent help
- Visitors on site
- External contractors
- Intimate care – toileting
- Application of medication and sunscreen
- Managing challenging behaviour and physical restraint policy and procedures
- Allegations against staff
- Staff induction

## Monitoring

The principal to report to the Board any breaches of this policy.

Regular and appropriate policy review.

## Legislative compliance


[Children's Act 2014](#)

[Oranga Tamariki Act 1989](#)

## More information

[Oranga Tamariki Ministry for Children](#) – further information and sample child protection templates

Reviewed: March 2025	Next Review: March 2027
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Signed (Presiding Member):  	Date of Board Meeting reviewed and accepted:  Wednesday 26 March 2025
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