



Concord School

Child Protection Policy

Aim:

To ensure that all children attending Concord Primary School are safe from harm and abuse (Emotional, physical, sexual or neglect)

Rationale:

The first priority of Concord School is to provide a safe environment for all children, so that they are best able to learn and grow to their full potential.

Concord School will also act as advocate for all children in the case of harm or abuse. The following procedures will assist us in achieving our goal of providing a safe environment.

Objective 1: Safe Recruitment of Staff

Procedures

- All positions will be advertised in either the NZ Education Gazette (Teaching), the Otago Daily Times, or the Star newspaper (Support Staff)
- All applicants who have been shortlisted will have at least two referees contacted
- All applicants will provide two forms of identification
- All successful applicants will have qualifications verified
- Successful applicants will be police vetted
- Successful teaching applicants will be cross checked with the Education Council

Objective 2: Reporting of Neglect, Harm or Abuse

Procedures

- All staff will undertake training in recognising signs of neglect or abuse
- All staff will report concerns of neglect/harm/abuse to a senior staff member or Board Chair
- Where appropriate, suspected cases of neglect or harm will be discussed and reported to either, whānau, Oranga Tamariki, or Police
- Children deemed to be at risk of harm, abuse or neglect will be closely monitored by teaching staff

Objective 3: Parental Volunteer Recruitment and Management (includes transportation)

Procedures

- All whānau/caregivers/friends assisting on trips must be known to school staff
- All whānau/caregivers/friends assisting on camps must complete a Personal Introduction form which must include two referees

- All whānau transporting children must have a full drivers licence and cars must have an up to date registration and warrant
- Children 7 and under must use a car booster seat or equivalent
- Whānau attending school camps/overnight trips will be police vetted. These are valid for three years
- Volunteer Adults working with children (eg: grandparent readers, sports coaches) will be police vetted

Objective 4: Safe Working Practices

Procedures

Physical Contact with Children

Physical contact should only happen in the following circumstances

- Consoling an upset child (pat on back, holding hand)
- Lifting when injured to a safer location
- Assessing an injury and attending to an injury
- Controlling a child to either protect themselves or to prevent them from hurting others
- High five!
- Shaking hands in congratulations
- Spontaneous hug initiated by a child

Social Media and Technology

- Concord utilises the N4L internet filter system
- Children are not permitted to use cell phones at school between 9-3
- Staff are not to give cell phone numbers to children
- Staff are not to befriend students on social media
- Safe use of internet/social media information will be provided via newsletter/website/School Facebook page as it becomes available.
- Each child will sign the cyber safety form and an unsigned copy will be provided for parents

Intimate Care

- Designated staff (Junior class teacher, teacher aide) will assist in showering, changing of clothes (pool). Parents helping with this require a police vet
- It is expected that children will apply their own sunscreen

Signed:

(Principal)

Date:

Signed:

(Board Presiding Member)

Date: