



**WESTERN
SPRINGS
COLLEGE**

NGĀ PUNA O WAIŌREA

WHAIA TE MĀTAURANGA

STUDENT PROTECTION POLICY

Rationale

This policy outlines the Western Springs College - Nga Puna o Waiorea Board of Trustees' commitment to student protection.

The safety and wellbeing of students is our top priority.

We acknowledge our obligation to ensure the physical and emotional wellbeing of students in our care, so that they thrive, belong, and achieve.

We recognise that all staff and trustees have a full and active part to play in protecting students from harm.

All services provided by WSC/NPoW for the safety and wellbeing of students adhere to the principles of partnership, protection and participation and the rights and responsibilities accorded by the Treaty of Waitangi.

Purpose

1. To provide a safe environment, free from physical, emotional, verbal or sexual abuse.
2. To ensure students do not remain in an unsafe / abusive situation.
3. To provide guidelines for anyone working with students to identify and respond appropriately to suspected, potential or alleged abuse or neglect.
4. To ensure that all allegations are taken seriously and are investigated with due care, and discretion.

Guidelines

1. Each member of staff should be appropriately trained in issues of child protection so that they are aware of, and alert to, potential indicators of abuse or neglect
 - a. Under no circumstances should a member of staff attempt to conduct an investigation or deal with concerns regarding child abuse alone. Any incidents, concerns or suspicions must be reported following the procedures set out below.
 - b. Any concerns of potential, suspected or alleged abuse must be brought to the attention of the Designated Person for Student Protection. If the Designated Person for Student Protection is unavailable, or the subject of the complaint, then consultation should occur with the Principal / Tumuaki.
 - c. Staff should record a factual account of any concerns they have, or that are brought to their attention
 - d. Staff should work in co-operation with the parents and caregivers, unless this compromises the safety of the student.

2. Students' wishes will be respected as much as possible, and their safety is paramount, but
 - a. Confidentiality may be disregarded if there is potential for harm to the student or others, as assessed by the guidance team.
 - b. The relevant external agency (Oranga Tamariki or the Police) will have the responsibility to decide on the level of intervention.
3. The name of the Designated Person for Student Protection and a means of contact, will be published on the school website.
4. Procedures will comply with relevant legislative requirements and responsibilities.
5. Anyone who has direct and / or frequent contact with students, that is unsupervised, will be subject to safety checks, including a Police check.
6. Adults should always maintain appropriate professional boundaries and avoid behaviour which might be misinterpreted by others. Adults who work with students must therefore act in a way that is considered to be safe practice.
7. Where a substantive allegation is made against a staff member the Complaints Policy will be followed. This will include that they:
 - a. Will be advised as soon as practicable, as per designated procedures
 - b. May be relieved of duties, as determined by the Principal, according to contract and collective agreement guidelines
 - c. Will be given the opportunity to obtain legal advice / union representation
 - d. Will be asked to refrain from discussion of the complaint with the complainant.

Related documentation and information

School Policies

Complaints Policy
 Protected Disclosures Policy
 Harassment Prevention Policy
This supersedes the Abuse Policy

NAG 5

Related legislation / documents

Education Act 1989 [s78c-s78d, s392,s77]
 Children, Young persons and their Families Act, 1989
 Vulnerable Children's Act, 2014
 Employment Relations Act, 2000 [s4]
 State Sector Act 1988 [s77a(3)]
 Health and Safety at Work Act 2015 [s3]
 Secondary Teachers' Collective Agreement
 Support Staff in Schools Collective Agreement

Review dates

This policy will be reviewed annually, and updated regularly in the light of operational experience and in line with changes in legislation and associated policies.

Ratified by the board:	
Date: 13/11/2017	
Review date:	