

Governance Policy

Poipoi – Kauawhi – Tāuteute – Pūnaha Auaha – Ārahi
Nurture - Include - Engage - Innovate - Lead

What guides us:

Living Te Tiriti o Waitangi
Ensuring ākonga are at the centre of everything we do
Delivering high-quality, future-focused teaching and learning

CHILD PROTECTION GOVERNANCE POLICY

Date of approval	: 9 August 2023
Date first created/This version no.	: 2023/1
Next review date (1 year cycle)	: June 2024
Owner	: DCE Learning Delivery
Who does this policy apply to	: All kaimahi including contractors and volunteers

Outcome statement

Our ākonga have a sense of belonging, thrive, and achieve to the best of their ability. Te Kura is committed to the prevention of child abuse and neglect and to the protection of all tamariki.

Te Tiriti o Waitangi

Te Kura is a major education provider, and both our leadership and organisational approach is focused on living Te Tiriti o Waitangi. This policy aligns with [Te Tiriti o Waitangi Policy](#) which recognises and upholds the obligations and commitments of Te Tiriti o Waitangi.

Te Kura acknowledges the importance of tino rangatiratanga and working in true partnership with whānau, iwi and other Māori stakeholders to actively protect our ākonga. We will always put ākonga at the centre, listen to them and try to give them genuine options and agency about matters that affect them.

Cultural inclusivity

Cultural safety and responsiveness are paramount to Te Kura for kaimahi, ākonga and whānau. In matters of child protection we acknowledge the importance of actively seeking to understand and recognise the cultural origins, assumptions and limitations of working in cultural contexts, and the sensitivity, skills and knowledge that may be required to achieve safe, responsive and inclusive outcomes.

Definitions

Abuse: The harming (whether physically, emotionally or sexually), ill-treatment, neglect or deprivation of any person.

Ākonga: Student (Māori).

Child: Any person aged under 18 years, and who is not married or in a civil union.

Child protection: Activities carried out to ensure that children are safe in cases where there is suspected abuse or neglect or the risk of abuse or neglect.

Children’s services: Any organisation that provides services to children or to adults, where contact with children may be part of the service. These organisations are required to have child protection policies.

Kaimahi: Staff/employee (Māori).

Neglect: The persistent failure to meet a child’s basic physical or psychological needs, leading to adverse or impaired physical or emotional functioning or development.

Delegations

Although ultimate accountability sits with the Board, the Board delegates responsibility to the Chief Executive (CE) to ensure that all child safety procedures are implemented and available to all kaimahi, contractors, volunteers and whānau.

Expectations and limitations

The CE will:

- 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 ākongā are paramount in all circumstances.
- Recognise the rights of whānau to participate in the decision making about their tamariki.
- Ensure that all kaimahi are able to identify the signs and symptoms of potential abuse and neglect and deal with disclosures by tamariki and allegations against kaimahi and are able to take appropriate action in response.
- Support all kaimahi 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 kaimahi 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 ākongā.
- Make available professional development, resources and/or advice to ensure all kaimahi can carry out their roles in terms of this policy.
- Ensure that this policy forms part of the initial induction programme for all kaimahi.

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 at Te Kura who believe that any tamariki or rangatahi has been or is likely to be harmed (whether physically, emotionally or sexually), ill-treated, abused, neglected or deprived will follow school procedures and the Regional manager may also report the matter to a social worker or the local Police.

Refer to the Child Protection Hātepe Kaimahi.

Monitoring

Regional leadership teams keep an AWARE register that records and monitors ākongā identified as having wellbeing needs that appear to pose significant immediate or concerning risks.

Procedures/supporting documentation

Health and Safety Policy

Privacy Policy

Privacy – Ākonga Staff Procedures

Privacy – Kaimahi Staff Procedures

Recruitment of Staff Policy and Staff Procedures

Responding to concerns about student safety – Staff Procedures

Responding to a traumatic incident affecting a student – Staff Procedures

Financial and Human Resources Delegations Policy

[Oranga Tamariki Ministry for Children](#)

Legislative compliance

[Children’s Act 2014](#)

[Oranga Tamariki Act 1989](#)

Approved by Nicola Ngarewa, Chairperson, Te Kura Board of Trustees