

ST PETER'S TRUST BOARD POLICY

Child & Young Person's Protection Policy

Revised: November 2021

1. PURPOSE

- 1.1 The policy of St Peter's Cambridge is that the safety and well-being of children in the care of the School is a paramount duty of the Principal and the Trust Board. The most effective way to safeguard children is to have a comprehensive and effective policy, and evidence-based practices and guidelines. This Policy is written under the principle that children and young people attending St Peter's Cambridge have a right to feel safe and comfortable in that environment.
- 1.2 This policy has been written in accordance with the following legislation:
- Education Act 1989
 - Oranga Tamariki Act 1989; Children's and Young People's Well-being Act 1989
 - Crimes Act 1961
 - Family Violence Act 2019
 - Health Act 1956
 - Privacy Act 2020
 - Health Information Privacy Code 2020
 - Vulnerable Children's Act 2014
 - Care of Children Act 2004
 - Employment Relations Act 2000
 - Human Rights Act 1993
- 1.3 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.

2. SCOPE

- 2.1 This policy covers all staff of St Peter's Cambridge who have direct or indirect contact with children and young persons. This includes those staff, paid or voluntary, employed directly by St Peter's Cambridge. Non-employed/contracted and/or third party contracted entities entering into contracted agreement with St Peter's - where said parties are engaged in work within the scope that this Policy pertains to/with - must have in place their own Child and Young Persons' Protection Policy. This must be sighted by an employee of St Peter's Cambridge and evidenced as such via administrative record.
- 2.2 This policy covers the St Peter's Cambridge Trust Board and their responsibilities in the safeguarding and well-being of children.



3. DEFINITIONS

- 3.1 For the purposes of this Policy “child” means a student under the age of 14 years, “young person” means a student between the age of 14 years to 18 years inclusive; but does not include any person who is or has been married or in a civil union (Oranga Tamariki Act 1989 Children’s and Young People’s Well-being Act 1989; Section 2)
- 3.2 For purposes of this policy, “staff” means people paid or voluntary, employed directly by St Peter’s Cambridge. This includes teaching and non-teaching staff, Boarding House tutors, associates and volunteers whether working on a full time, part time, casual or temporary basis.
- 3.3 The Oranga Tamariki Act 1989 Children’s and Young People’s Well-being Act 1989 defines child abuse as “...the harming (whether physically, emotionally, sexually), ill-treatment, abuse, neglect, or deprivation of any child or young person”.
- 3.4 Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effect on the child's emotional development. This can include a pattern of rejecting, degrading, ignoring, isolating, corrupting, exploiting or terrorising a child. It may also include age or developmentally inappropriate expectations being imposed on children. It also includes the seeing or hearing the ill treatment of others.
- 3.5 Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, causing long term serious harm to the child's health or development. It may also include neglect of a child's basic or emotional needs. Neglect is a lack of action, emotion or basic needs.
- 3.6 Physical abuse is a non-accidental act on a child that results in physical harm. This includes, but is not limited to, beating, hitting, shaking, burning, drowning, suffocating, biting, poisoning or otherwise causing physical harm to a child. Physical abuse also involves the fabrication or inducing of illness.
- 3.7 Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities (penetrative and non-penetrative, for example, rape, kissing, touching, masturbation) as well as non-contact acts such as involving children in the looking at or production of sexual images, sexual activities and sexual behaviours.

4. PRINCIPLES

- 4.1 This Child Protection Policy confirms the commitment of St Peter’s Cambridge to the safeguarding of children and young persons.
- 4.2 St Peter’s Cambridge will ensure that:
- Staff are carefully selected with the principles of this policy in mind.
 - Staff are appropriately trained in issues of child protection.
 - Staff have knowledge of and understand the Child & Young Persons’ Protection Policy and accompanying procedures and/or guidelines/protocols.

- 4.3 St Peter's Cambridge recognises that all staff and Trustees have a full and active part to play in safeguarding students from harm. Overall responsibility, implementation and review of this policy rests with the Principal of St Peter's Cambridge.
- 4.4 All services provided by St Peter's Cambridge for the safety and well-being of children adhere to the principles of partnership, protection and participation; and the rights and responsibilities accorded by Te Tiriti o Waitangi.

5. RESPONSIBILITIES

- 5.1 Any member of staff, paid or voluntary, may directly witness child abuse or have allegations, made by a child or an adult, relayed to them. There may also be disclosures of abuse that has occurred prior to the student attending St Peter's Cambridge. Abuse of children, wherever it occurs, can have major long-term effects on all aspects of children's health, development and wellbeing and their ability to sustain stable and meaningful relationships in the future. It is the intention of St Peter's Cambridge to ensure that all staff understand their roles and responsibilities in ensuring the safety of children and young persons at all times. This is achieved through consistent and agreed protocols regarding child safeguarding, as well as the regular undertaking of awareness-raising training.
- 5.2 Each member of staff must:
- Be aware of, and alert to, potential child abuse.
 - Record a factual account of any concerns, suspicions or allegations they have, or that are brought to their attention.
 - Appropriately seek advice and support from their Designated Person for Child Protection (Mr Brenton Joubert) who will then contact external agencies if appropriate (inform Principal).
 - Work in co-operation with the parents and caregivers, unless this compromises the safety of the child.
- 5.3 It is the primary responsibility of staff to be vigilant, have knowledge and awareness of possible or actual abuse; to report any concerns, suspicions or allegations of abuse immediately and ensure that the concern is taken seriously and reported.
- 5.4 The statutory responsibility to investigate allegations of child abuse rests with Oranga Tamariki and the Police.

Role of the Principal

5.5 The role of the Principal is to:

- Ensure the needs and rights of children come first i.e., the safety and wellbeing of each child is paramount.
- Receive information, either directly from staff or the Designated Person for Child Protection, that suggests possible or actual risk of harm to a child who attends St Peter's Cambridge, irrespective of whether the concerns, suspicions or allegations reported are in relation to abuse that is current, past or likely to occur. The Principal will advise and support staff.
- Delegate to the Designated Person for Child Protection (Mr Brenton Joubert) appropriate action and responsibilities as concerns, suspicions or allegations are raised.
- Ensure that all interviewed parties including persons subject to concerns, suspicions or allegations are advised of their right to a support person.
- Ensure that all concerns, suspicions, allegations are managed appropriately. No investigation will occur without appropriate consultation between the Principal and the Designated Person for Child Protection, and they decide whether or not referral to Oranga Tamariki or the Police is required.
- Make any referrals to the Social Worker in School and/or Oranga Tamariki and/or the Police as appropriate.
- Ensure that allegations or complaints are appropriately referred to the Teaching Council of Aotearoa New Zealand.
- Ensure that the Child Protection Policy is effectively implemented throughout St Peter's Cambridge.
- Ensure that all staff are aware of, and have access to, full copies of the procedures for reporting child abuse.
- Ensure that all staff are recruited and employed in accordance with the guidelines identified in the Employment Policy to identify those people safe to work with children.
- Ensure that all staff receive child safeguarding training.

Role of the Designated Person for Child Protection

5.6 The role of the Designated Person for Child Protection (Mr Brenton Joubert) is to:

- Receive information that suggests possible or actual risk of harm to a child who attends St Peter's Cambridge, irrespective of whether the **concerns, suspicions or allegations reported are in relation to abuse** that is current, past or likely to occur. Ensure the needs and rights of children come first i.e., the safety and wellbeing of each child is paramount.

Role of the Trust Board

5.7 The role of the Trust Board is to:

- Ensure the needs and rights of children come first i.e., the safety and wellbeing of each child is paramount.
- Support the Principal to ensure that all concerns, suspicions and allegations are managed appropriately.
- Inform the Principal immediately should any member of the Trust Board be aware of a concern for the wellbeing and safety of a child who attends St Peter's Cambridge.
- The Chair of the Trust Board will be directly informed of any allegations of abuse against the Principal.

All incidents, concerns, suspicions or allegations of possible or actual abuse must be brought to the attention of the Designated Person for Child Protection, (Mr Brenton Joubert). If the Designated Person for Child Protection, (Mr Brenton Joubert) is unavailable then consultation should occur with the Principal.

6. CHILD RESPONSE AND PROTECTION PROTOCOLS

6.1 St Peter's has a number of separate protocols aimed at identification of child abuse, responding to any reports or disclosures made by students and relevant reporting procedures and prevention of child abuse.

6.2 The current prevention policies and protocols related to school staff include:

1. Safe recruitment and training of staff, including:
 - a. Recruitment Process;
 - b. Police Vetting;
 - c. Staff Induction, Training and information.;
 - d. Staff Code of Conduct;
 - e. Employee documentation and files;
 - f. Staff Disciplinary Action process;
 - g. Employee assistance programme; and
 - h. Leave Policy.

6.3 The current prevention policies and protocols related to students include:

1. Bullying Prevention and Harassment Guidelines;
2. Student Disciplinary Management Policy;
3. Attendance;
4. Internet Access;
5. Complaints Policy;
6. Protected Disclosures Policy; and
7. Health and Safety Policy.



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6.4 In addition, in 2019 St Peter's Cambridge commissioned the writing of three new protocols. The first of these is the Child Abuse Response Protocol for former students of St Peter's Cambridge. This protocol operationalises responses to former students who may report historical abuse, including child sexual abuse, when they were students at St Peter's.

Chairperson:

Date: November 2021

Next Review Date: November 2022