

Child Protection – Policy Q0134

POLICY STATEMENT

Ōtātara Children's Centre, is committed to the protection of children. We value the right of children to be emotionally and physically safe. We believe we have a moral obligation to advocate for children especially those in our care.

AIM

Children experience an environment where their health is promoted; their emotional well-being is nurtured; they are kept safe from harm (Te Whāriki).

For all procedures to align with the Children's Act 2014.

PROTECTING CHILDREN

All employees of Ōtātara Children's Centre are screened for suitability and subject to a robust safety check in accordance with the Children's Act 2014, before commencing employment.

Existing employees of Ōtātara Children's Centre are safety checked every subsequent three years in accordance with the Children's Act 2014.

If at any time, the conduct of an existing employee is called into question, the procedures outlined below under the 'Teacher suspected of abuse' section of this policy will be strictly adhered to.

CHILD ABUSE

The interests and welfare of children are our prime consideration. We aim to:

- Protect children from all types of abuse
- Respond in ways which keep children safe
- Advocate for children
- Protect teachers and other adults from being suspected of child abuse
- Give support to parents / caregivers / whanau

What is Child Abuse

There are four types:

1. **PHYSICAL:** Where non-accidental injuries occur. eg. burns, bites, broken bones, bruises, etc. and life threatening injuries

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Please refer to the electronic source (QMS) for the latest version.

2. **EMOTIONAL:** eg. yelling and belittling
3. **SEXUAL:** Use of children for sexual gratification taking advantage of power and/or children's trust.
4. **NEGLECT:** Deprivation of the necessities of life. eg. lack of food, shelter, essential physical and medical care, supervision, nurturing, response to children's cues, etc.

PROCEDURE

If a child comes into the Centre with an injury, bruising, any dramatic change in behavior, or a story indicating that they may have suffered abuse, the staff will talk to the whānau/parents about it. If the management team are satisfied with the explanation and are sure the child is safe from further injury, the cause for concern and explanation will be documented and stored confidentially.

If the injury, story or change in behavior remains unexplained or if the staff are unsatisfied with the explanation, the following procedure will be followed.

- Involved teachers and management will discuss the bruising, injury, behaviour. Discussions will be documented, dated and stored confidentially.
- Size and colour and site of physical injuries will be recorded on a *body diagram*.
- Signatures of at least one teacher, one team leader and the centre supervisor will appear on the document.
- If the injury or behavior could be the result of abuse, the appropriate agencies will be notified.

*** NO TEACHER WILL ACT ALONE OR WITHOUT CONSULTATION WITH AND SUPPORT OF CENTRE MANAGEMENT. STAFF MEMBERS WILL TAKE ACTION, IF APPROPRIATE, TO ENSURE THE SAFETY OF THE CHILD.**

*** CONFIDENTIALITY WILL BE MAINTAINED AT ALL TIMES.**

*** CENTRE MANAGEMENT AND/OR TEACHERS USE ORANGA TAMARIKI PERSONNEL FOR GUIDANCE.**

TEACHERS' PROTECTION

PROCEDURES PRACTICED BY TEACHERS TO PROTECT THEMSELVES:

- Maintain high standards of behaviour
- Being as visible as possible when working in 'high risk' areas (toileting and sleeping areas particularly)
- Teachers working alone with children, are kept to a minimum
- Management to check history of teachers through Police Vetting (or by employing Registered teachers) and reference
- Identity checks will be carried out for all new staff, relievers, volunteers and students coming to work in the centre, as recommended by the MoE and Children's Act 2014.
- Union and/or appropriate agencies are available to teachers for guidance and support.
- At least two staff members will be scheduled to work in the centre, whenever children are attending

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- At least two staff members will accompany children on walks and excursions outside the centre.
- At least two staff members will accompany children taken to the medical centre.
- The guidelines set out by and with regard to the Children's Act, 2014 and the MoE will be adhered to.

If a teacher is suspected of, or identified as having abused a child:

- The matter will be reported to Management immediately.
- The teacher under suspicion will be suspended while the matter is investigated.
- Outside assistance from professional agencies will be sought (see Formal Complaints Procedure in Complaints Policy)
- The family will be notified.
- The teacher concerned will be offered counseling with EAP, the EIT counseling service.
- The family will be encouraged to engage in counseling.
- The MoE, the EIT HR Executive Director and the EIT SAS Executive Director will be notified.
- Teaching Council guidelines for reporting will be followed

INFORMING PARENTS/CAREGIVERS/WHĀNAU OF SUSPICIONS OF ABUSE OR INTENT TO REPORT

- Parents / Caregivers / Whānau have the right to be informed about their child/ren. However, their right to be informed *must* be balanced with keeping the child safe from further abuse and the safety of staff.
- Centre Management reserves the right to consult with Oranga Tamariki or other specialist agencies to seek advice *before* informing Parents/Caregivers/ Whānau of suspected abuse.

The Child Protection policy, Open Door policy and Custodial Rights policy are available to Parents/ Caregivers/ Whānau in the foyer of the Centre.

TEACHER TRAINING

Teachers of Otatara Children's Centre will attend workshops and/or training sessions to ensure that they maintain and increase awareness of appropriate practices when dealing with suspected child abuse victims, training information such as:

- recognition of signs and symptoms of physical, sexual and emotional abuse and neglect
- how to respond when abuse is suspected
- how to respond to children when they talk of abuse
- how to recognise and deal with feelings
- new staff are required to familiarise themselves with the Centre's Child Protection Policy

SAFETY FOR TEACHER'S

- There will be a minimum of two staff members in the centre at ALL times that children are present. Until all children are picked up, a minimum of two educators will remain.
- The late children will be kept *within* the Centre until a person authorised to collect the child arrives. The "Child not collected" procedure will be followed.
- If an unsafe situation arises the Police (111) and EIT Security (7777) will be called.

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- If there is a need to involve outside agencies, a report outlining the incident and actions taken, will be written the following day. Copies will be sent to the Executive Director SAS and the MoE.

Ōtātara Children’s Centre EIT will refuse entry to any person who:

- Because of their state of physical or mental health, may cause harm to themselves or others.
- Is suspected or convicted of abusing others.
- In guiding or controlling a child, has subjected the child to solitary confinement, immobilisation, or deprivation of food, drink, warmth, shelter, or protection.

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