

TIRIMOANA SCHOOL

PERSONAL SAFETY OF CHILDREN POLICY

RATIONALE:

It is the responsibility of the Board of Trustees to ensure that the personal safety of children is protected in all on-site and off-site educational environments while children are attending school.

PURPOSES:

1. To provide a safe physical and emotional learning environment for children that reflects PB4L principles.
2. To ensure the Board of Trustees complies with all relevant requirements of the School Charter, National Educational Guidelines, National Administrative Guidelines, the Bill of Rights Act 1990, the Crimes Act 1961, the Children, Young Persons and their Families Act 1989, the Vulnerable Children's Act 2015, the Health & Safety at Work Act 2015, and the Education (Update) Amendment Act 2017, to ensure children are protected from:
 - cruel, degrading or inappropriate punishment.
 - physical harm, ill treatment, abuse or neglect
 - sexual or emotional abuse and harassment
 - bullying, both verbal and physical
3. To ensure that procedures are in place to protect children from unwarranted physical or emotional abuse by persons unknown on school property.
4. To ensure that all staff are aware of the procedures in place to protect the personal safety of children.

GUIDELINES:

1. All children will be treated with respect and dignity.
2. All consequences for children's behaviour in accordance with the school PB4L school wide Restorative Practice (SWRP) philosophy will be fair, consistent and free of degrading or unnecessary harsh treatment.
3. All staff will be familiar with their responsibilities for ensuring the safety of children and be familiar with ways to prevent, recognise and respond to abuse of children.
4. All staff will take reasonable care to ensure the personal safety of children.
5. All instances of bullying, threatening behaviour, verbal or physical assault and harassment will be responded to by the School to ensure such behaviours do not continue as requirements of prevention and management of bullying policy.
6. All applicants will be screened for relevant previous convictions by police vetting and provide 2 forms of ID when applying for positions of employment, as core workers in the school.
7. All complaints of alleged abuse will be taken seriously, be investigated and responded to.
8. Where necessary the school will refer issues of alleged abuse to the Oranga Tamariki.
9. Where alleged abuse is by a staff member that staff member will be removed from the School pending investigation and be treated fairly, according to the relevant employment contract and the principles of natural justice.
10. All staff will be made aware of professional practices to prevent staff from unwarranted allegations of abuse, annually.
11. The school will take reasonable care to ensure that all helpers in the school are made aware of responsibilities and appropriate practices as regards personal safety of children.
12. All visitors to the school will be referred to the office to sign in and be issued with a visitor's name label before visiting any other part of the school. Visitors sign out on leaving the school.
13. The BOT will notify the Teaching Council with a view to deregistration, if applicable, whenever a staff member is dismissed as a result of inappropriate behaviour which impacts upon the personal safety of children. This would include any dismissal as an outcome of physical abuse or sexual impropriety within the school.
14. All staff must be made aware annually and as part of their orientation of their responsibilities for responding to and challenging unknown persons on school property during school hours.

*** Also refer to Policy 36 Emergency and Evacuation**

*** Also refer to Policy 56 The Prevention and Management of Bullying**

*** Also refer to Policy Curr-11 ICT and Cybersafe with contributing sections**

National Administration Guidelines No. 5

Policy 32

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29/07/2020