

## TIKANGA WHAKAHAERE – TAMARIKI PROTECTION

### Te Tikanga

He whareruruhau [insert kura name] hei tiaki pai i ngā mokopuna.

E tipu e rea. Poipoia te kakano, kia puawai.

Tamariki at our kura thrive, belong, and achieve to the best of their ability. Our kura is committed to the prevention of child abuse and neglect and to the protection of all tamariki.

### Tirohia:

[Children's Act 2014](#)

[Oranga Tamariki Act 1989](#)

[Education and Training Act 2020](#)

### Ngā Aratohu

All kaimahi (including contractors and volunteers) are expected to be familiar with this tikanga, its associated procedures and protocols and abide by them.

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 in our kura who believes that any child or young person has been or is likely to be harmed (whether physically, emotionally or sexually), ill-treated, abused, neglected or deprived must follow kura procedures and may also report the matter to a social worker or the local Police.

Although ultimate accountability sits with the poumarumarū, the poumarumarū delegates responsibility to the tumuaki to ensure that all tamariki safety procedures are implemented and available to all kaimahi, contractors, volunteers and parents/caregivers.

The tumuaki must:

1. develop appropriate procedures to meet tamariki safety requirements as required and appropriate to the kura
2. comply with relevant legislative requirements and responsibilities, including:
  - ensuring all new kaimahi are safety checked before commencing employment, and all existing kaimahi are safety checked every three years (keep records as appropriate)
  - ensuring guidelines/procedures are developed and implemented, including

### how to identify and report tamaiti (child) abuse and neglect

3. make this tikanga whakahaere available on the kura internet site or available on request
4. ensure that every contract or funding arrangement that the school enters into requires the adoption of child protection tikanga whakahaere where required
5. ensure the interests and protection of the tamaiti are paramount in all circumstances
6. recognise the rights of whānau to participate in the decision making about their tamariki
7. 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
8. support all kaimahi to work in accordance with this tikanga whakahaere
9. work with partner agencies and organisations to ensure tamariki protection procedures are understood and implemented
10. promote a culture where kaimahi feel confident they can constructively challenge poor practice or raise issues of concern without fear of reprisal
11. consult, discuss and share relevant information with the poumarumarū or designated person in line with our commitment to confidentiality and information-sharing protocols in a timely way regarding any concerns about a tamaiti
12. seek advice as necessary from NZSTA advisers on employment matters and other relevant agencies where tamariki safety issues arise
13. make available professional development, resources and/or advice to ensure all kaimahi can carry out their roles in terms of this tikanga whakahaere
14. ensure that this tikanga whakahaere forms part of the initial kaimahi induction programme for each kaimahi

#### **Aroturuki:**

1. Te poumarumarū is responsible for monitoring the implementation of the tamariki protection tikanga whakahaere (policy) in the kura by the tumuaki, who is the poumarumarū chief executive and in control of the kura day-to-day management.
2. The tumuaki will provide regular reporting to te poumarumarū on the implementation and effectiveness of tamaiti protection measures, including kaimahi awareness and training.

3. Te poumarumaru will seek assurance and evidence that confidentiality and information sharing protocols are being managed appropriately and within privacy principles, with the tamariki safety and protection the paramount need.
4. Te poumarumaru will regularly assess the workplace culture, seeking assurance kaimahi feel safe to report concerns and identifying gaps or hurdles which may prevent good practice.

<p>Definitions</p>	<p><b>Abuse:</b> the harming (whether physically, emotionally or sexually), ill-treatment, neglect or deprivation of any child</p> <p><b>Neglect:</b> the persistent failure to meet a child’s basic physical or psychological needs, leading to adverse or impaired physical or emotional functioning or development</p>
<p>Kawa (Procedures/supporting documentation)</p>	<p>[Kura to insert relevant procedures/supporting documentation]</p> <ul style="list-style-type: none"> <li>• Identification and reporting of tamaiti abuse and neglect <ul style="list-style-type: none"> <li>○ Definitions</li> <li>○ Four categories of abuse (emotional, physical, sexual and neglect)</li> <li>○ How to respond to suspected abuse or neglect</li> <li>○ How to respond to disclosures made by a child</li> <li>○ Recording a disclosure</li> <li>○ Reporting suspected tamaiti abuse and neglect</li> </ul> </li> <li>• Confidentiality, information sharing and recording</li> <li>• Safety checking – safety checklist</li> </ul>

	<ul style="list-style-type: none"> <li>• Police vetting for non-teachers’</li> <li>• Kaimahi capability and professional development</li> <li>• Safe at work practices</li> <li>• Physical contact with tamariki</li> <li>• Working one on one with tamariki</li> <li>• Transporting tamariki</li> <li>• Overnight stays/camps</li> <li>• Social media and technology (internet protection, photo storage)</li> <li>• Parent help</li> <li>• Visitors on site</li> <li>• External contractors</li> <li>• Kaimahi Induction</li> </ul> <p>May also need to refer to tikanga whakahaere (policy):</p> <ul style="list-style-type: none"> <li>• Reducing uri distress and use of physical restraint</li> </ul> <p>More information:</p> <p><a href="https://www.orangatamariki.govt.nz/working-with-children/childrens-act-requirements/child-protection-policies/">Oranga Tamariki Ministry for Children</a> – further information and sample child protection templates</p> <p><a href="https://www.orangatamariki.govt.nz/working-with-children/childrens-act-requirements/child-protection-policies/">https://www.orangatamariki.govt.nz/working-with-children/childrens-act-requirements/child-protection-policies/</a></p>
Review Schedule	3 years and as required [legally 3 years, however, would recommend annually]

Last reviewed:	Next review due:
I whakamanahia e Te Poumarumarū i te rā	
Ka tirohia anō hei te marama	

Tiamana: \_\_\_\_\_ Te rā: \_\_\_\_\_

EXAMPLE