## Blind & Low Vision Education Network NZ

# Board of Trustees Policy: Child Protection (NAG 5)

## 1. Statement of Intent:

This policy outlines the Blind & Low Vision Education Network NZ’s (BLENNZ) commitment to the prevention of abuse and neglect of ākonga and to the important role and responsibility of all BLENNZ staff in the protection of ākonga. This policy applies not just to staff within BLENNZ and the Homai Early Childhood Centre, but also to contractors, parents/whānau, volunteers, sector partners and other organisations delivering services to BLENNZ ākonga.

BLENNZ is committed to:

1.1 Acting at all times in the best interest of ākonga to whom it provides a service.

1.2 Dealing with abuse, suspected abuse or disclosure of abuse in line with the Vulnerable Children’s Act (VCA) 2014.

1.3 Complying with all relevant legislation to ensure a safe environment for ākonga and staff. Legislation includes, but is not limited to, Oranga Tamariki (1989) and the VCA (2014).

1.4 Being a Child Protection focused organisation where ākonga safety is paramount;

1.5 Being VCA 2014 compliant and enforcing robust Child Protection procedures and safety checking of staff and volunteers.

1.6 Ensuring all decisions are not made individually or in isolation, but through consultation with the ākonga teaching team and appropriate Senior Manager or Principal.

Overall responsibility for the implementation of this policy has been delegated by the Board to the Principal.

## 2. Guiding Principles:

2.1 All services provided by BLENNZ for the safety and wellbeing of ākonga will adhere to the principles of partnership, protection and participation; and the rights and responsibilities accorded by Te Tiriti o Waitangi.

2.2 The safety and wellbeing of ākonga is the primary concern, with ākonga at the centre of all decision making.

2.3 The recognition of the culture of the family/whānau, its importance and the rights of family/whānau to participate in the decision-making about their children.

2.4 A commitment to work together to produce the best possible outcomes for ākonga and to work towards continuous improvement in child protection practices.

2.5 A commitment to open and transparent relationships with ākonga and their family/whānau including being willing to share concerns about child safety issues unless this would result in an escalation of risk to the ākonga.

2.6 A commitment to promote a culture where staff feel confident to constructively challenge unsafe practice and raise issues and concerns without fear of reprisal.

2.7 The recognition that all staff and Trustees have a full and active part to play in protecting ākonga from harm.

## 3. Definitions (see Appendix 1 for further information):

“Ākonga” or “child” for the purposes of this policy is defined as someone on the BLENNZ roll (0-21 years).

“Child Abuse” – the harming (whether physically, emotionally or sexually), ill treatment, abuse, neglect or depreviation of any child or young person.

“Child protection” – an activity or initiative for the purpose of preventing or responding to a specific or suspected incident of child abuse.

“Children’s Worker” – a person who works in, or provides, a regulated service, and the person’s work:

1. May or does involve regular or overnight contact with a child or children (other than with children who are co-workers) and
2. Takes place without a parent or guardian of the child or of each child, being present.

“Contact” – physical, oral, or any communication through electronic medium (including writing or visual images).

“Cumulative Harm” – is the existence of compounded experiences of multiple episodes of abuse or ‘layers’ of neglect. The unremitting daily impact on the child can be profound and exponential, covering multiple dimensions of the child’s life.

“Emotional Abuse” – is any act or omission that results in impaired psychological, social, intellectual and/or emotional functioning and development of a child or young person.

“Neglect” – is any act or omission that results in impairment, or significant risk of impairment of physical/emotional functioning, injury and/or development of a child or young person.

“Physical Abuse” – is a non accidental act on a child that results in physical harm.

“Police Check” – the collection of information held by the Police about a person and includes information held by the Ministry of Justice (and accessed by the Police in terms of the Privacy Act 1993) in respect of that person’s criminal convictions. The term “Police Check” is also applicable to overseas Police and criminal history checks when required.

“Regular Contact” – the person has contact (other than merely incidental contact) with a child or children overnight, at least once a week, or on at least four days each month. It does not matter whether the regular or overnight contact is with the same or a different child or children each time.

“Safety Checks” – required checks as set out in the BLENNZ policy on “Safety Checking of Employees and Volunteers” (NAG 6).

“Sexual Abuse” – is any act or acts that result in the sexual exploitation of a child or young person, whether consensual or not.

“Staff” - for the purposes of this policy means people working at BLENNZ and includes employees, contractors, consultants, students, associates and volunteers whether working on a full time, part time, casual or temporary basis.

“Oranga Tamariki” – Ministry for Vulnerable Children.

## 4. Scope:

4.1 This policy covers all staff of BLENNZ who have direct or indirect contact with ākonga. This includes those staff (teaching or non teaching), paid or voluntary, employed directly by BLENNZ as well as those staff and professionals employed by sector partners or contracted or invited to provide services to ākonga.

4.2 The recognition that this policy applies to all ākonga receiving services as well as to those ākonga with whom personnel come into contact during the course of their work with BLENNZ.

4.3 All staff (including contractors and volunteers) have a responsibility to discuss any child protection concerns, including suspected abuse or neglect, with their line manager who will then discuss this with their Senior Manager or Principal.

## 5. Roles and Responsibilities:

### Board of Trustees

5.1 The Board of Trustees has an obligation to ensure the needs and rights of ākonga come first i.e. the safety and wellbeing of ākonga is paramount. Advice will be sought through appropriate agencies in all cases of suspected or alleged abuse.

5.2 The Board will support the Principal to ensure that all allegations are managed appropriately. No investigation will occur without appropriate consultation and a decision whether a response from Oranga Tamariki or the Police is required. The Board will also support the Principal to ensure that allegations or complaints against teaching staff are appropriately referred to the Education Council of Aotearoa New Zealand (EDUCANZ).

5.3 The Board will inform the Principal immediately should any member of the Board of Trustees be aware of a concern for the wellbeing and safety of ākonga attending any BLENNZ programme.

5.4 The Chair of the Board of Trustees will be directly informed of any allegations of abuse against the Principal.

### The Principal

On behalf of the Board the Principal will ensure that:

5.5 Every contract, or funding arrangement that BLENNZ enters into requires the adoption of child protection policies.

5.6 A culture is promoted where staff feel confident they can constructively challenge unsafe practice or raise issues of concern without fear of reprisal.

5.7 All staff are supported to work in accordance with this policy, to work with partner agencies and organisation to ensure child protection policies are understood and implemented.

5.8 All allegations are managed appropriately. No investigation will occur without appropriate consultation and a decision whether a response from Oranga Tamariki or the Police is required.

5.9 Allegations or complaints against teaching staff are appropriately referred to the EDUCANZ.

5.10 The Child Protection Policy is effectively implemented across BLENNZ.

5.11 All staff are aware of, and have access to, full copies of the procedures for reporting child abuse.

5.12 All staff are recruited and employed in accordance with the guidelines identified in the Staff Appointment and Recruitment Policy (NAG 3) and the Safety Checking of Staff Policy (NAG 6) to identify those people safe to work with ākonga.

5.13 All staff receive child protection training.

### BLENNZ Staff

5.14 All staff are enabled to recognise the signs and symptoms of potential abuse and neglect and are familiar with BLENNZ policies and procedures in how to respond.

5.15 In line with Section 15 of Oranga Tamariki Act 1989, any person within BLENNZ who believes that any ākonga has been, or is likely to be, harmed (whether physically, emotionally or sexually), ill-treated, abused, neglected or deprived must follow BLENNZ procedures. The matter may also be reported to a social worker or the local police in partnership with the appropriate senior manager.

Each member of staff must:

5.16 Be vigilant, have knowledge and awareness of the indicators of neglect, potential or actual abuse and to report any concerns, suspicions or allegations of suspected abuse immediately and ensure that the concern is taken seriously and reported.

5.17 Record a factual account of any concerns they have, or that are brought to their attention (see Appendix 3).

5.18 Appropriately seek advice and support from their line manager who will then liaise and inform the appropriate co-ordinator, senior manager or principal. It will be the responsibility of the senior team member, or their delegate, to contact external agencies (refer to section 6.7).

5.19 Work in co-operation with parents and caregivers unless this compromises the safety of ākonga.

### External Providers

5.20 Contracted workers who will be providing services to ākonga and hold some form of responsibility for them will be required to provide a copy of their own Child Protection Policy or read and sign the BLENNZ Child Protection Policy.

5.21 The contracted provider holds a responsibility to safety check their staff. It is the responsibility of the Principal to gain assurance from the contracted provider that this safety check has been completed prior to beginning their service. It is preferable that this confirmation be received in writing on the BLENNZ Safety Checking Employer Endorsement Form for non BLENNZ Staff (Appendix 9).

## 6. Child Protection Procedures

All staff will respond to concerns of child abuse by following the identified procedures, consulting appropriately and collaborating with external agencies.

### Identification of Abuse

6.1 Staff should consult with their line manager, co-ordinator, senior manager or principal. At any time staff may seek advice from Oranga Tamariki (0508 326 459) regarding child protection concerns. Further information regarding signs and indicators of abuse is included in Appendix 1.

### Handling Disclosures from Ākonga

6.2 If ākonga make a verbal disclosure to a member of staff it is important that staff take what the ākonga says seriously. This applies irrespective of the setting, or the member of staff’s own opinion on what the ākonga is saying. Further information regarding responding to a disclosure is included in Appendix 2.

6.3 Under no circumstances should a member of staff attempt to conduct an investigation or deal with concerns regarding child abuse alone. Any incidents, concerns or suspicions must be reported following the procedures set out above.

### Ākonga-on-Ākonga Harmful Behaviours

6.4 It is important to be aware that ākonga can harm each other. These behaviours are outside of what may be considered the normal range, and can extend to bullying, violence or sexual assault. When ākonga allege inappropriate harmful behaviour by another ākonga then the child protection procedures outlined in this policy must be followed for both ākonga.

6.5 If an incident occurs whereby ākonga pose a serious threat to the safety of themselves or others, move other ākonga to safety and call the police immediately on 111.

### Suicidal Concerns or Self-Harming Behaviours

6.6 It is important to be aware that ākonga can harm themselves or attempt suicide. When ākonga identify thoughts of suicide, or self-harming behaviour, this must be immediately notified to the Principal through either the immediate line manager, Co-ordinator or Senior Manager. If immediate action is required phone the mental health team at the local hospital (see Ministry of Education Resource: Preventing and Responding to Suicide for further information).

### Reporting Procedures

6.7 All concerns of potential, suspected or alleged abuse must be brought to the attention of the appropriate Senior Manager who will consult with the Principal. If the Senior Manager is unavailable then consultation should occur directly with the Principal. When reporting an incident staff should:

 a) inform the Principal through their Senior Manager as soon as possible;

 b) record in writing all conversations and actions taken.

6.8 Effective documentation, including referrals and notifications, must include the following:

 a) record of facts, including observations, with time and date;

 b) what was said and by whom, using the person’s words;

 c) what action has been taken, by whom and when.

6.9 All decisions must be recorded in writing, including where the concern does not require notifying Oranga Tamariki. Records are to be kept securely in a Child Protection file with the reasons clearly identified and explained. This file will be in a secure location on the Homai Campus. Further information regarding reporting and the reporting flowchart is included in Appendix 2.

### Reporting for Itinerating Services

(Itinerating Services includes but is not limited to: Resource Teachers Vision, Therapists, and Development Orientation & Mobility Specialists)

6.10 At the commencement of BLENNZ services to be provided to ākonga in a new educational setting, BLENNZ will notify the professional leader of the education setting, of the BLENNZ reporting obligations and processes.

6.11 The itinerating staff member must bring all concerns of potential, suspected or alleged abuse to the attention of the Designated Child Protection Person (DCPP) within the education setting the ākonga is attending. This will be done through their line manager, co-ordinator, senior manager or principal. The DCPP in the educational setting may be the Principal, school social worker or another designated person. If the DCPP is unavailable then consultation should occur with the professional leader. A decision will be made as to whether to seek further advice or notify Oranga Tamariki. The itinerating staff member will keep their BLENNZ line manager, co-ordinator, senior manager or principal informed of any actions taken.

6.12 In instances where the itinerating staff member’s views regarding the need to notify Oranga Tamariki do not align with those of the local educational setting, they will consult through their line manager, with their Senior Manager or Principal. A decision will be made as to whether to seek further advice or notify Oranga Tamariki.

6.13 The BLENNZ Senior Manager will contact the educational setting to notify the professional leader of the discussion that was held and the reason for the decision to notify Oranga Tamariki.

6.14 When reporting an incident staff will:

 a) inform the Principal through their Senior Manager as soon as possible;

 b) record in writing all conversations and actions taken.

6.15 Effective documentation, including referrals and notifications, must include the following:

 a) record of facts, including observations, with time and date;

 b) what was said and by whom, using the person’s words;

 c) what action has been taken, by whom and when.

6.16 All decisions must be recorded in writing including where the concern does not require notifying Oranga Tamariki. Records are to be made for both the local school and BLENNZ and kept securely in a Child Protection file with the reasons clearly identified and explained.

### Keeping the Family of the Ākonga Informed and Involved

6.18 Although the parent or caregiver of the ākonga will usually be informed of concerns, there may be times when those with parental responsibility may not be initially informed. This may happen when:

 a) there is potential that the parent or caregiver may be the perpetrator;

 b) the parent or caregiver is the alleged perpetrator;

 c) informing the parent or caregiver may alert the perpetrator;

 d) it is possible that the ākonga may be intimidated into silence;

 e) there is a strong likelihood that evidence will be destroyed;

 f) the ākonga does not want their parent or caregiver involved and they are

of an age and understanding to make an informed decision.

Such a decision will only be made following consultation with senior management. If there is any potential for doubt in terms of risk of further harm to the ākonga, err on the side of caution and do not contact the parent or caregiver. The Principal or senior management will contact Oranga Tamaraki or the Police first for further guidance.

Further information on the Gillick Competence principle in regards to ākonga ability to consent to information being shared with their parents can be found on the following websites:

[Link to Privacy Commission Website](file:///%5C%5Cblennz-fs01%5CGroup%20Drive%5CSenior%20Management%20Team%5C1%20Senior%20Manager%20Administration%5C2018%20Policy%20Review%5C2018%20Child%20Protection%20Policy%5Cwww.privacy.org.nz%5Cblog%5Cparents-right-to-know-childrens-right-to-privacy%5C)

[Link to NSCC UK Website - Gillick Competency Guidelines](https://www.nspcc.org.uk/preventing-abuse/child-protection-system/legal-definition-child-rights-law/gillick-competency-fraser-guidelines/)

[Link to NZ Medical Journal - What Makes a Child A Competent Child?](https://www.nzma.org.nz/journal/read-the-journal/all-issues/2010-2019/2015/vol-128-no-1426-4-december-2015/6751)

[Link to Privacy: Parents and Children's Rights to Know](https://www.privacy.org.nz/blog/parents-right-to-know-childrens-right-to-privacy/)

### Sharing Information and Confidentiality

6.19 The safety of ākonga is paramount. At times ākonga cannot speak or protect themselves. BLENNZ therefore has a greater responsibility to know when and how to share appropriate information with external agencies to protect the safety and wellbeing of ākonga.

6.20 Giving information to better protect ākonga is not a breach of confidentiality. Wherever possible the family/whānau should be kept informed of what information has been shared and to which agency, and for what purpose. Principle 11 of the Privacy Act 1993 states “disclosure of the information is necessary to prevent or lessen a serious threat”.

6.21 Should BLENNZ be contacted with a request for information or access to interview ākonga then the following procedure will be followed:

 a) confirm the identity and credentials of the person requesting information;

 b) notify the Principal through the inline Senior Manager and/or Co-ordinator;

 c) identify specific information required and purpose;

 d) check information held – does BLENNZ have the information requested;

 e) Principal, in consultation with inline Senior Manager, to identify way forward

 and provide permission;

f) depending on the reason for the request, and risk to ākonga as judged case

 by case, inform the family that information has been requested, by whom and

 seek permission. If this is a child protection issue, permission from the family

 is not required.

6.22 Document all steps in the process. Ensure that all documentation is placed on the BLENNZ Child Protection file.

## 7. Allegations Against Staff:

7.1 All staff have:

* a responsibility to understand what constitutes appropriate behaviour to ākonga
* a responsibility to maintain appropriate standards of behaviour and to report lapses in these standards by others

Any concerns or reasonable suspicions of abuse should be reported through the line manager to the Senior Manager who will consult with the Principal.

7.2 Anyone who has reason to raise a concern or make a complaint will be made aware of the BLENNZ concerns and complaints process. Any such concern or complaint that raises a child protection issue will be referred directly to the Principal who will deal with them immediately, sensitively and expediently within the procedures outlined in this policy.

7.3 Concerns or complaints may be raised in a number of ways:

 a) directly by staff hearing or observing issues of concern or behaviour of concern

 b) direct disclosure by the ākonga

 c) indirect disclosure e.g through written or art work or through friends

 d) complaint from a parent or caregiver or whānau member

 e) reports by other colleagues or agencies

 f) as an anonymous report.

7.4 At the outset it must be clearly communicated with the ākonga or adult that their concern or complaint is being taken seriously and will be responded to in accordance with the BLENNZ Concerns & Complaints Policy.

7.5 If the allegation is against the Principal then this must be reported directly to the Chair of the Board of Trustees.

7.6 It is not the responsibility of staff to investigate allegations of child abuse. Allegations against staff will be discussed with the Board of Trustees where a decision will be made if a notification to Oranga Tamariki is required.

7.7 In all child protection cases BLENNZ will co-operate fully with both Oranga Tamariki and the Police in their investigations and assessments.

7.8 If the Police decide to undertake a criminal investigation then the member of staff may be suspended, without prejudice, as a precautionary measure. It is important that no internal investigation is undertaken, and no evidence gathered that might prejudice the criminal investigation.

7.9 If there is insufficient evidence to pursue a criminal prosecution, then a disciplinary investigation may still be undertaken if there is reasonable cause to suspect that abuse or inappropriate behaviour may have occurred. The allegation may represent poor practice by a member of staff which needs to be considered under internal disciplinary procedures.

7.10 A complaint or allegation against a member of staff may require a report to Education Council of Aotearoa NZ (EDUCANZ). Further information can be found on the EDUCANZ website: [Link to Education Council of Aotearoa NZ website](http://www.educationcouncil.org.nz/)

7.11 A person tendering their resignation, or ceasing to provide their services, will not prevent an allegation of abuse against ākonga being followed up in accordance with these procedures.

## 8. Safe Working Practices:

8.1 All BLENNZ staff are required to behave in accordance with the BLENNZ Code of Conduct (NAG 3). Safe working practices have been developed by BLENNZ to ensure that staff are working consistently, in ways that reduce risk to ākonga, and that the opportunity for harmful behaviour to occur is minimised.

8.2 Guidelines for Safe Working Practices can be found in Appendix 7.

## 9. Training:

9.1 All staff will receive child protection training at the level appropriate to their role. The BLENNZ “Child Protection Champions” will undertake more intensive training. These persons will be accessible to staff to provide advice and support.

9.2 Training will include:

 a) roles and responsibility of staff regarding child protection

 b) recognising and responding to the signs and indicators of actual or

 suspected abuse

 c) ensuring staff understand and can follow the Child Protection Policy and the

 procedures for reporting a concern.

9.3 All staff will receive updated training every three years as a minimum.

9.4 All new staff will receive child protection training as part of their induction.

9.5 All new staff will be given a copy of this policy as part of the induction process.

## 10. Safe Recruitment:

10.1 In accordance with the Vulnerable Children Act 2014 and the BLENNZ Policy on Safety Checking of Employees and Volunteers (NAG 6), all staff and volunteers will be required to undergo safety checking, including a Police check. This includes contracted and unpaid staff (e.g. student placements).

10.2 The safety checking recruitment process consists of two steps. The first is to gather the following information:

 a) identification verification

 b) candidate interviews

 c) collect information about work history

 d) reference check

 e) gather information from any relevant professional organisation or body

 f) Police vetting.

 The second step is to conduct a risk assessment. This involves:

 a) identifying any unexplained gaps in a person’s work history

 b) looking for patterns of concerning attitudes or behaviours

 c) evaluate

 d) make a decision.

10.3 If concerns do arise, the candidate must be given an opportunity to respond to the concerns. If the candidate has been convicted of a Schedule 2 Offence under the Vulnerable Children Act 2014, BLENNZ will not employ the candidate unless an exemption has been granted through the official Ministry of Social Development Exemption Process.

10.4 In accordance with the Vulnerable Children Act 2014 requirements, BLENNZ will undertake periodic checks, repeated a minimum of every three years to:

 a) confirm whether the employee has changed their name since the last safety

 check

 b) complete a Police check

 c) obtain the names of any professional organisation, licensing authority or

 registration authority they belong to and check that the person is currently

 registered.

10.5 Where volunteers and/or parent helpers are given supervisory responsibility by BLENNZ of children other than their own, during an overnight course and or Immersion programme, a full police check must be undertaken.

10.6 Parents who are staying on campus with their children will be advised that other adults and ākonga may be present in the accommodation during the time of their stay. The safety and wellbeing of their children is their responsibility and we would advise their children should not be left with anyone outside of their family.

10.7 The specific procedures to follow when recruiting staff are outlined in the flow chart (Appendix 8).

10.8 The specific procedures to follow in regards to short stay accommodation where parents and/or caregivers are staying with their children are outlined in Appendix 10.

## Supporting Documents:

Appendix 1: Identifying Child Abuse

Appendix 2: Responding to Child Protection Concerns

Appendix 3: BLENNZ Record of Concern Form

Appendix 4: Oranga Tamariki Children’s Team Referral Process

Appendix 5: Oranga Tamariki Children’s Team Referral Form

Appendix 6: Oranga Tamariki Report of Concern Form

Appendix 7: Safe Working Practices

Appendix 8: Child Focussed Recuitment

Appendix 9: BLENNZ Non Employee Safety Checking Employer Endorsement Form

Appendix 10: Short Stay Accommodation Guidelines

## Further Guidance:

BLENNZ Operational Policies. These can be found on the group drive/Policies/BLENNZ Policies Current/BLENNZ Operational Policies

1. Traumatic Incidents (NAG 5)

2. Protected Disclosures (NAG 6)

3. Intimate Care (NAG 5)

4. Administration of Medication (NAG 5)

5. Infectious Diseases (NAG 5)

6. Anti-Bullying (NAG 5)

7. Managing Ākonga Attending BLENNZ Programmes (NAG 5)

8. Ākonga Mental Health and Wellbeing (NAG 5)

9. Restraint and Seclusion (NAG 5)

10. Handling and Transfer of Ākonga (NAG 5)

11. Surrender and Retention of Property and Searches Policy (NAG 5)

12. BLENNZ Cybersafety and Digital Citizenship (NAG 5)

13. Non-Custodial Parents Access to Ākonga and their Records (NAG 6)

14. Safety Checking of Employees and Volunteers (NAG 6)

15. Use of BLENNZ Accommodation (NAG 5)

16. Student Alcohol (NAG 5)

17. Drug Free (NAG 5)

18. Concerns and Complaints (NAG 3).

19. Health and Safety Visitors (NAG 5).

Link to MOE website: [Ministry of Education website: Identification, Assessment and Management of Risks](https://education.govt.nz/ministry-of-education/specific-initiatives/health-and-safety/risk-identification-assessment-and-management/)

Ministry of Education Resource Kit for Schools: Preventing and Responding to Suicide

Ministry of Education Resource Kit for Schools: Managing Emergencies and Traumatic Incidents

[Link to MOE-STA-CYFS Protocols for Reporting Abuse](https://education.govt.nz/assets/Documents/School/Traumatic-incidents-and-emergencies/MoE-STA-CYFProtocolForReportingActualOrSuspectedChildAbuseNov09Amendment-3-2015.pdf) (2009)

[Link to Privacy Commission Website](file:///%5C%5Cblennz-fs01%5CGroup%20Drive%5CSenior%20Management%20Team%5C1%20Senior%20Manager%20Administration%5C2018%20Policy%20Review%5C2018%20Child%20Protection%20Policy%5Cwww.privacy.org.nz%5Cblog%5Cparents-right-to-know-childrens-right-to-privacy%5C)

[Link to NSCC UK Website - Gillick Competency Guidelines](https://www.nspcc.org.uk/preventing-abuse/child-protection-system/legal-definition-child-rights-law/gillick-competency-fraser-guidelines/)

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[Link to Privacy - Parents and Children's Rights to Know](https://www.privacy.org.nz/blog/parents-right-to-know-childrens-right-to-privacy/)

## Related Legislation:

* Employment Relations Act (2000) [Link to Employment Relations Act 2000](http://www.legislation.govt.nz/act/public/2000/0024/112.0/DLM58317.html)
* Human Rights Act (1993) [Link to Human Rights Act 1993](http://www.legislation.govt.nz/act/public/1993/0082/latest/DLM304212.html)
* Privacy Act (1993) [Link to Privacy Act 1993](http://www.legislation.govt.nz/act/public/1993/0028/232.0/DLM296639.html)
* Health Act (1956) [Link to Health Act 1956](http://www.legislation.govt.nz/act/public/1956/0065/121.0/DLM305840.html)
* Vunerable Children Act (2014) [Link to Vulnerable Children Act 2014](http://www.legislation.govt.nz/act/public/2014/0040/latest/whole.html)
* Vunerable Children (Requirements for Safety Checks of Children’s Workers) Regulations 2015 [Link to Vulnerable Children Regulations 2015 - Requirements for Safety Checks of Children's Workers](http://www.legislation.govt.nz/regulation/public/2015/0106/latest/DLM6482241.html)
* Children Young Persons and their Families Act 1989 [Link to Children Young Persons and their Families Act 1989](http://www.legislation.govt.nz/act/public/1989/0024/65.0/DLM147088.html)
* Crimes Act 1961 [Link to Crimes Act 1961](http://www.legislation.govt.nz/act/public/1961/0043/137.0/DLM327382.html)
* Domestic Violence Act 1995 [Link to Domestic Violence Act 1995](http://www.legislation.govt.nz/act/public/1995/0086/57.0/DLM371926.htm)
* Care of Children Act 2004 [Link to Care of Children Act 2004](http://www.legislation.govt.nz/act/public/2004/0090/67.0/DLM317233.html)
* Our Code, Our Standards [Education Council of NZ](https://educationcouncil.org.nz/content/our-code-our-standards)

Ratified by the Board

 Date: 26 October 2018

(Chairperson)

………………………………………… ……………………………….

(Signed to confirm policy read & understood) (Name)

…………………

(Date)