

NELSON COLLEGE BOARDING

RELATIONSHIP AND ILL TREATMENT PROCEDURE

Education (Hostels) Regulations 2005

(Regulations 55 and 58)

Reason for Procedure: To ensure the protection of students from ill treatment and to ensure positive staff to student and student to student relationships.

Objective: To provide students with a safe, caring environment free from discrimination from staff and other students through the various support networks at Nelson College Boarding to ensure that:

Guidelines:

At all times when working with Nelson College Boarders:

- Every boarder is treated with respect and dignity.
- Every boarder is given positive guidance promoting appropriate behaviour as outlined in the Boarding Staff Manual having regard to the boarder's stage of physical, emotional and spiritual development.
- Every boarder is given positive guidance using praise and encouragement and the avoidance of blame, harsh language and belittling or degrading responses.
- Boarders being given direction and guidance are not subjected to any form of discrimination (including favouritism or antipathy), physical ill-treatment, solitary confinement, or deprivation of food, drink, warmth, shelter, privacy or protection.
- Physical restraint of a boarder is used only in circumstances where student or staff safety is at risk, by an Authorised Person, who has completed their online training. This is to be done in accordance with **Minimising Physical Restraint Policy** at Nelson College.
- Staff must report to the Director of Boarding any concerns regarding student welfare, or out of character behaviour via directly reporting to the Director of Boarding or through termly staff meetings or through the Boarding Governance Meeting. The Director of Boarding, at their discretion, may inform other appropriate parties.
- The Director of Boarding must be notified immediately if a staff member allegedly ill-treats a student or uses unacceptable behaviour. If the Director of Boarding exhibits such behavior, this must be reported to the Principal.
- Should a person be found of causing harm (whether mentally, physically, emotionally, or sexually) the Principal will ensure the person does not, so far as practicable, come into contact with the boarder concerned, and must, so far as practicable, require the person to stay off the hostel premises if requirement of that kind is necessary to ensure no boarder is ill-treated.
- The Director of Boarding or Principal will give written notice within 24hrs to the parents of the boarder concerned, Ministry of Education (Hostel License) and any other persons or bodies appropriate which include Zealand Police, Orangi Tamariki.
- The purpose of this policy is communicated clearly to all staff employed at Nelson College School on employment, initial inductions and through regular PD and staff meetings.
- Boarders, parents and staff wishing to pursue a complaint may access the complaints procedure through SchoolDocs or located in the Boarding House reception wall.