

## Child Protection Policy



E kore au e ngaro, he kākano i ruia mai i Rangīātea

I will never be lost, for I am a seed sown in Rangīātea

### Key responsibilities

#### Management will:

- Ensure team members who work with rangitahi are trained to implement this policy (e.g., trained in signs of abuse, reporting and process for responding to child protection concerns)
- Follow up on abuse concerns
- Address systematic deficits that could contribute to abuse or non-detection of abuse
- Lead an organisational culture that:
  - Models respect for dignity and rights to safety and equality
  - Promotes zero tolerance for abuse
  - Promotes early intervention and reporting of abuse by young people, staff, and volunteers
- Designate a staff member, who is experienced and skilled in child protection, as our Child Protection Champion.

#### Staff / kaimahi and volunteers / kaiawhina will:

- Understand and comply with this policy and related procedural requirements in service delivery
- Act professionally at all times and desist from any abusive or harmful action against rangitahi
- Communicate this policy to rangatahi and their supports
- Report abuse concerns and any deficit in knowledge, systems or processes that could contribute to abuse or prevent detection of abuse.

#### The Child Protection Champion will:

- Advise and support staff to implement this policy
- Ensure they maintain their knowledge and skills in child protection
- Fulfil such other responsibilities as is agreed with management.

# Child Protection Policy

## Practice Principles

These principles must be applied in our practice:

- The safety, wellbeing, and best interests of a child / rangatahi affected by or at risk of child abuse must be prioritised
- Young people have a right to participate in decisions that concern them unless this is unsafe or impracticable.
- Reporting serious harm and risk to a child or young person to Oranga Tamariki and the Police is more important than maintaining confidentiality about it. Disclosure to other authorised may also be justified in certain circumstances.
- Those who are abused, neglected, or exploited are not responsible for perpetrators' behaviour.
- Age related vulnerability to abuse and risk may be compounded by communicative and other disabilities and / or circumstances like detention. Particular care should be taken to ensure the safety of rangatahi in these circumstances.
- Prevention and response strategies must be sensitive to developmental stage and age, disability, culture, gender, and sexuality preferences.
- Concerns about harm including allegations against kaimahi and volunteers will be taken seriously and appropriately followed up.

## Requirements

### Safety in staffing

#### Kaimahi / volunteers

- will be trained in identifying and responding to common signs and indicators of abuse and neglect
- understand there will be disciplinary consequences, including dismissal, for child abuse
- will be police vetted / child safety checked if working regularly with rangitahi
- will use safe practices in interaction with children / rangatahi

#### Provide information

Information will be provided to rangitahi / whanau to assist prevention and early detection of abuse, as necessary. The information must be given in an accessible way and assist their understanding of:

- The different types of abuse
- How to recognise the signs
- How to report abuse, neglect, and exploitation
- How and who to access for support internally and externally if abuse occurs
- Information sharing about abuse
- Our obligation to prevent and report abuse
- Attitudes, and social and cultural inequalities that contribute to abuse.

## **Child Protection Policy**

### **Early intervention**

Tamariki will not be physically punished, disciplined, or treated in any way that is degrading, humiliating or likely to cause fear or anxiety. Alternative methods will be used to manage behaviour, e.g., behaviour supports

Where appropriate, whanau will be provided with information about child abuse and alternative discipline strategies, i.e., posters and where appropriate, supported to access parenting support services / programmes.

Verbal abuse directed against a person in our organisation will not be tolerated. This will be communicated and addressed with rangitahi and team members.

### **Reporting**

The Reporting concerns about child, young person policy will be implemented when abuse or risk of abuse to a young person is indicated through assessment or disclosed.