

# Policy Document

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## Contents

### **Abuse and Protection**

Child protection

# **Abuse and Protection Category**

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## Child protection

*"I feel safe and know who to tell if I don't feel safe."*

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*E kore au e ngaro, he kākano i ruia mai i Rangiātea.  
I will never be lost, for I am a seed sown in Rangiātea.*

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### Our intent

Safety and protection from abuse, exploitation and neglect is central to our kaupapa and is everyone's business. When a young person is being hurt, at risk of harm or where they are hurting someone else, inaction is not an option.

When dealing with child protection concerns we will implement our practice principles, this and related policies and support families appropriately.

### Definitions

"Abuse" refers to child abuse.

"Child abuse" means the harming (whether physically, emotionally, or sexually), ill-treatment, abuse, neglect, or deprivation of a child or rangatahi. It includes:

- Physical violence
- Sexual violence
- Neglect
- Emotional abuse

See here for more about the different types of child abuse.

"Settlement agreement" refers to an agreement that allows a kaimahi to resign without disciplinary action being taken.

### Delegation

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The current Pillars Designated Persons for Child Protection(DPCP) are the Practice Manager and Team Leader.

The DCPC will:

- review and oversee implementation of this policy
- ensure best practice takes place in Pillars
- provide advice and expertise for kaimahi seeking assistance
- act as "management" and deal with child protection and vulnerable adult concerns
- the DCPC will assess concerns and manage reporting to Oranga Tamariki or Police
- ensure kaimahi are sufficiently trained in care and protection including through induction and refresher training.
- ensure that a record is kept of reports and follow-up on child protection and vulnerable person concerns.

## **Practice Principles**

These principles must be applied in our practice:

- The safety, wellbeing and best interests of a child/rangatahi are paramount.
- Rangatahi have a right to participate in decisions that concern them unless this is unsafe or impracticable.
- Reporting serious harm and risk to appropriate authorities is more important than maintaining confidentiality about it.
- Protection from abuse is a basic human right
- The well-being of a child or rangatahi is integrally tied to the well-being of their whānau and support system.
- Families/whānau will be involved in decision-making about their tamariki where it is safe and in the best interests of tamariki.
- Recognition of and responses to abuse must be sensitive to developmental stage and age, impact of disability (eg cognitive disability), culture, gender and sexuality preferences.
- Concerns about harm, including allegations against kaimahi and volunteers, will be taken seriously and appropriately followed up.
- No one should act alone when following up on abuse concerns.

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See here - for the principles and standards of the Te Aorerekura National Strategy to Eliminate Family Violence and Sexual Violence, applicable to specialist family violence services and generalist services who are in contact with people using or affected by family violence.

## Requirements

### Staff training and checks

Staff training will include:

- how to identify and respond to common signs and indicators of abuse and neglect, and
- the process for notifying concerns of child abuse and neglect under section 15 of the Oranga Tamariki Act 1989.

### Provide information

Information will be given in an accessible way to those we work with so that they understand:

- how to recognise abuse and raise and report concerns about abuse within our organisation
- how we prioritise the safety and best interests of tamariki/rangatahi
- our feedback and complaints policy
- when and why we will report concerns to Police, Oranga Tamariki.

If appropriate, whānau will be provided with information about child abuse, alternative discipline strategies and/or parenting support services and programmes.

Abuse against anyone in our organisation will not be tolerated. This will be promoted across Pillars Ka Pou Whakahou.

Kaimahi/kaiawhina will be police vetted/ child safety checked if working regularly with tamariki/ rangatahi.

Safe practice and early intervention

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Kaimahi/volunteers must use safe practices with tamariki/ rangatahi, follow our policies and access advice from internal and external colleagues about safe practice, as necessary.

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

Kaimahi will be alert to and consult with management, or an appropriate colleague, if there are any signs a child or associated person is suffering or perpetrating abuse. This includes disclosures and incidents of coercion or control that together might indicate a pattern of abuse.

Kaimahi will report abuse concerns in accordance with our policies (eg Responding to abuse, exploitation and neglect.)

### **Allegations against kaimahi**

Allegations against staff about abuse must be immediately forwarded to management or to the next level up if an allegation is against management. The Responding to allegations against team members policy applied.

### **System issues**

Policies and practices will be periodically reviewed to identify and check for gaps, which may contribute to or mean risks of child abuse are undetected. Appropriate corrective action will be taken as necessary.

### **Accountability**

"Settlement agreements" will not be used if an abuse allegation is substantiated against a team member and the agreement would be contrary to protecting tamariki/ rangatahi from abuse.

## Compliance

Social Sector Accreditation Standards Level 2, Community wellbeing 1.0-4.0; Client services & programmes 1.0-3.0, Health & Safety, 2.0

NZS 8134:2021 Our Rights 1.5

Children's Act 2014

Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations 1996

Family Violence Act 2018

## Helpful links

[Please visit this policy on our policy to view these links.](#)

Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations 1996

Te Puna Aonui, Specialist Family Violence Organisational Standards

Te Puna Aonui, Entry to Expert Family Violence Capability Framework

Working together to support tamariki, rangatahi and their whānau

Whistleblowing

Let's talk videos

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## **Review**

Date: February 2023

Next review: by January 2025