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Purpose	This document informs WALSH Trust practices to keep children accessing or			
	being involved in the service provision safe. It aims that potential abuse and			
	neglect, along with general concerns about child wellbeing, are identified and			
	appropriately responded to.			
Scope	1. All employees, Walsh Trust Board members, contractors, student			
	placements and volunteers.			
	2. All children that receive services and all parents or guardians who take			
	care of children and are persons receiving services from WALSH Trust.			
	3. This policy and procedure applies to housing and recovery services as			
	well as to services that include home visits.			
Dallar	4. All services of WALSH Trust. ✓ The safety and security of children is paramount.			
Policy	The safety and security of official sparameters			
	This document fulfils our organisation's commitment to identifying and			
	responding to child abuse and neglect and the vulnerability of children in a timely and appropriate way.			
	✓ WALSH Trust recognises that there is increasing awareness that abuse			
	and neglect of children can and does happen and WALSH Trust			
	determined to make a positive difference to this problem.			
	✓ We are committed to promote a culture where staff feel confident that			
	they can constructively challenge poor practice or raise issues of concern			
	without fear of reprisal.			
References				
Legislation	Oranga Tamariki Act 1989.			
	Children (Requirements for Safety Checks of Children's Workers) Regulations			
	<u>2015</u>			
	Children Act 2014			
Guidelines	About the Children Act 2014			
	<u>Children's Action Plan</u>			
	Children's worker safety checking under the Children Act 2014			
	Safer organisations safer children			
	Ministry of Health NGO and Disability Network			
	Working together to keep children and young people safe			
Definitions and	Roles			
Child	A child or young person aged under 18 years (who is not married or in a civil union).			
Child	Activities carried out to ensure that children are safe in cases where there is			
protection	suspected abuse or neglect or they are at risk of abuse or neglect.			
Core	Work in or provides a regulated service, has primary responsibility for a child,			
children's involves regular or overnight contact with a child, works along with the child.				
workers				
Oranga	The agency responsible for investigating and responding to suspected abuse and			
Tamariki -	neglect and for providing care and protection to children found to be in need.			
Person in				
charge	staff where they have a concern about an individual child or who want advice about			
B: 1	child protection policy.			
Disclosure	Information given to a staff member by a child, parent or caregiver or a third party			

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	in relation to abuse or neglect.		
Non-core	core Have regular or limited child contact.		
children's			
workers			
New Zealand	the agency responsible for responding to situations where a child is in immediate		
Police	danger and for working with Oranga Tamariki (designated statutory agency) in child		
	protection work and investigating cases of abuse or neglect where an offence may		
	have occurred.		
Children's'	Is a contact point for frontline professionals and practitioners in some New Zealand		
<u>Hub</u>	communities to raise concerns about children whose needs are not serious enough		
	to contact Oranga Tamariki or the Police.		

Types of Abuse and Neglect

Physical Abuse

Any acts that may result in physical harm of a child or young person. It can be, but is not limited to: bruising, cutting, hitting, beating, biting, burning, causing abrasions, strangulation, suffocation, drowning, poisoning and fabricated or induced illness.

Sexual Abuse

Any acts that involve forcing or enticing a child to take part in sexual activities, whether or not they are aware of what is happening. Sexual abuse can be, but is not limited to:

Contact Abuse

Touching breasts, genital/anal fondling, masturbation, oral sex, penetrative or non-penetrative contact with the anus or genitals, encouraging the child to perform such acts on the perpetrator or another, involvement of the child in activities for the purposes of pornography or prostitution.

Emotional Abuse

Any act or omission that results in adverse or impaired psychological, social, intellectual and emotional functioning or development. This can include:

- Patterns of isolation, degradation, constant criticism or negative comparison to others.
- Isolating, corrupting, exploiting or terrorising.
- Exposure to family/whānau or intimate partner violence.

Non-contact Abuse

Exhibitionism, voyeurism, exposure to pornographic or sexual imagery, inappropriate photography or depictions of sexual or suggestive behaviours or comments.

Neglect

Neglect is the most common form of abuse and although the effects may not be as obvious as physical abuse, it is just as serious. Neglect can be:

- Physical (not providing the necessities of life like a warm place, food and clothing)
- Emotional (not providing comfort, attention and love)
- Neglectful supervision (leaving children without someone safe looking after them).
- Medical neglect (not taking care of health needs).
- Educational neglect (allowing chronic truancy, failure to enrol or inattention to education needs).

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Signs of Potential Abuse

Physical Signs

Unexplained injuries, burns, fractures, unusual or excessive itching, genital injuries, sexually transmitted diseases.

Developmental Delays

Small for their age, cognitive delays, falling behind in school, poor speech and social skills.

Emotional Abuse/Neglect

Sleep problems, low self -esteem, obsessive behaviour, inability to cope in social situations, sadness/loneliness and evidence of self-harm.

Behavioural Concerns

Age-inappropriate sexual interest or play, fear of a certain person or place, eating disorders/substance abuse, disengagement, neediness, aggression.

Disclosure

The child talking about things that indicate abuse (sometimes called an allegation or disclosure).

Signs of Potential Neglect

Physical Signs

Looking rough and uncared for, dirty, without appropriate clothing, underweight.

Developmental Delays

Small for their age, cognitive delays, falling behind in school, poor speech and social skills.

Emotional Abuse/Neglect

Sleep problems, low self esteem, obsessive behaviour, inability to cope in social situations, sadness/loneliness and evidence of self-harm.

Behavioural Concerns

Disengagement/neediness, eating disorders/substance misuse, aggression.

Neglectful Supervision

Out and about unsupervised, left alone, no safe home to return to.

Medical Neglect

Persistent nappy rash or skin disorders or other untreated medical conditions.

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Factors to be considered

• Each situation is different. Consider all available information about the child and their environment before reaching conclusions.

Te Whatu Ora Child teams that can be contacted for advice and support.

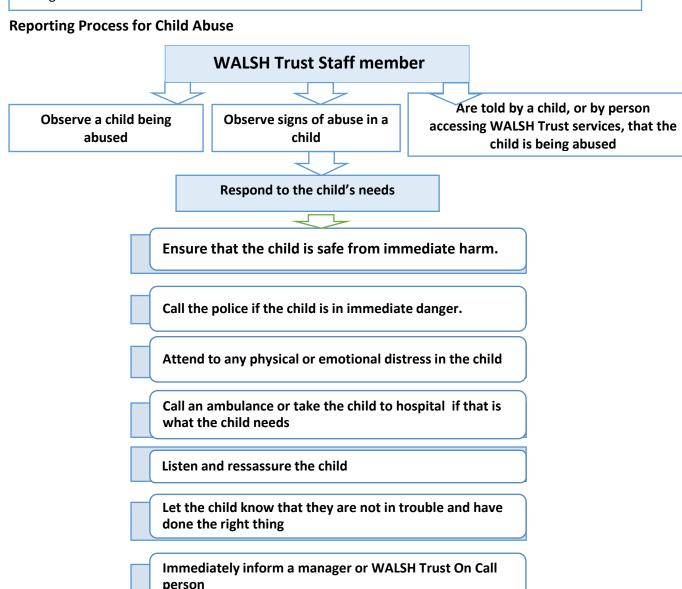
ADHB

Counties Manukau DHB

Waitemata DHB

Northland DHB

Oranga Tamariki.



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If your manager is the suspected abuser inform the CEO or chairperson of the Board. At this stage do not share any information with other staff members or the person(s) being accused of the abuse or neglect.

Prepare a written record:

- Date, time and place of observation/reporting of abuse/observations.
- Names of anyone present.
- What the child says exactly.
- Any physical or behavioural sings of abuse. Give the record to the manager, CEO or Chairperson of Board as appropriate.

Gather information Ensure you have a full signed report from the person who identified the abuse Offer the person reporting support Tell the person reporting what actions you will take Ring Oranga Tamariki on 0508326459 Oranga Tamariki will tell you if you need to do a formal report about your concerns Report the Abuse Give Oranga Tamariki or the Police Abuse team the information below:

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Your name and contact details.

Name of the child/children, their date of birth if known.

Ethnicity of the child/children if known.

Any concerns you have for your safety in making this notification

Name of caregivers, parents and other family members and current living situation.

Current legal custodians.

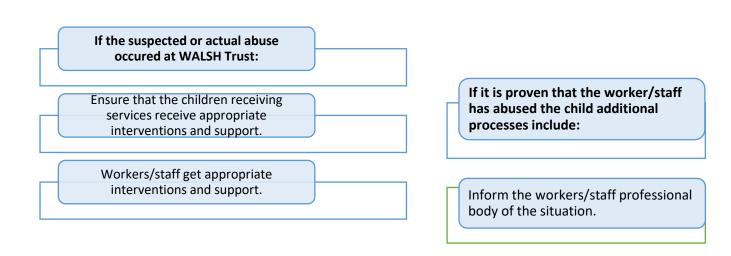
Reason why it is believed that the child has been abused.

Other significant information

Ask Oranga Tamariki/Police what happens next including timeframes

Person in Charge Works with Oranga Tamariki/Police to follow their instructions on how to communicate the situation to the parents/guardian of the child. Maintain liaison with Oranga Tamariki/police and discuss any actions you want to take with them first. Discuss with Oranga Tamariki who will tell the suspected abuser of the allegations. If a worker/staff is suspected of the abuse, additional processes include: Ensure that the staff member and child have no contact. Recommend to the suspected abuser to get support from a lawyer or their union. Ensure records are kept of any comments or event relating to the allegation(s). Follow up and document any actions taken. Consult with Chief Executive as legal advice might be required

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Confidentiality of Information

The Privacy Act 2020 and the Oranga Tamariki Act 1989 allow information to be shared to keep children safe when abuse or suspected abuse is reported or investigated. Note that under sections 15 and 16 of the Oranga Tamariki Act, any person who believes that a child has been, or is likely to be, harmed physically, emotionally or sexually or ill-treated, abused, neglected or deprived may report the matter to Oranga Tamariki or the Police and, provided the report is made in good faith, no civil, criminal or disciplinary proceedings may be brought against them.

Staff will gain permission from the parent to record the names and ages of their children in their ICIM database profile (under the Children Tab).

Workforce Development

- All staff, student placements and contractors will familiarise themselves with this
 policy and procedure.
- Staff within He Kākano Ora Service will attend specific child protection training.
- All new staff will receive orientation on this Child Protection policy and procedure at the start of their employment at WALSH Trust.

Worker Safety Checks

- 1. Staff Safety Checks will be undertaken by WALSH Trust management, as required by the Children Act 2014. Each staff safety check will be repeated within 3 years of the previous one.
- 2. Staff Safety Checks will apply to employees, volunteers, students on placements, Board members and contractors.

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2.1 Recruitment checks will include:

- Interviewing the job applicant
- Obtaining details of work history (including details for the previous 5-year work history).
- Obtaining reference checks
- Confirming the person's identity
- Conducting a Police vetting
- Checking with the professional body about any concerns
- Conducting a risk assessment based on information received
- Decision to hire will be informed by Schedule 2 of the Children Act.

2.2 The 3-yearly worker safety check will include:

- Conducting a Police vetting
- Assessing work behaviours
- Checking complaints and incidents
- Evaluating the information and conducting a risk assessment.
- 3. Decision to hire/continue working with children will be informed by Schedule 2 of the Children Act.

Cross Reference:

- 1.70 Prevention of Abuse & Neglect
- 1.30 Boundaries
- 1.91 On Call
- 1.39 Staff Code of Conduct
- 1.81 Health and Safety at Work
- 1.97 Supporting Parents Healthy Children