

## KIDS ON THE MOVE LIMITED – CHILD PROTECTION POLICY

### 1. Purpose

**Kids on the Move Limited** (NZCN 9423494) (**we, us** or **our**) value our duty of care to protect the children who are impacted by our work (directly or indirectly) and to act in their best interests. We are committed to the protection of children from harm, abuse and exploitation. This policy also takes into consideration best practice and requirements of the Childrens Act 2014 in keeping with New Zealand legislation. We will regularly review our Child Protection Policy and procedures, which are outlined below.

### 2. Scope

This policy provides a framework and expectations to protect children, including (but not limited to) staff behaviours in response to actual or suspected child abuse and neglect. It applies to all of our work and all staff, including volunteers and part-time or temporary roles and contractors.

### 3. Roles and Responsibilities

We agree to take every precaution to protect the children and young people we serve and encounter during the course of our work.

It is the responsibility of our staff to 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.

### 4. Definitions

Child protection includes prevention of and response to any risk or actual instance of physical, sexual and emotional harm, exploitation or abuse, whether done directly to a child or with communications/technology.

A **child** is any person under age 18.

**Child abuse** is defined in *The Oranga Tamariki Act 1989*, as "...the harming (whether physically, emotionally, sexually), ill-treatment, abuse, neglect, or deprivation of any child or young person."

**Physical abuse** is any act 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. 3.2 Emotional abuse is the persistent emotional ill-treatment of a child such as to cause severe and persistent adverse effect on the child's emotional development. This can include a pattern of rejecting, degrading, ignoring, isolating, corrupting, exploiting or terrorising. It may also include age or developmentally inappropriate expectations being imposed on children. It also includes the seeing or hearing the ill-treatment of others.

**Sexual abuse** involves forcing or enticing a child or young person to take part in sexual activities as well as non-contact acts such as involving children in the looking at or production of sexual images, sexual activities and sexual behaviours.

**Neglect** is the persistent failure to meet a child's basic physical and/or psychological needs, causing long term serious harm to the child's health or development. It may also include neglect of a child's basic or emotional needs.

## 5. Child Safe Practice Guidelines

- If any form of physical contact is required ask the child's permission, explain what you are doing and why to both the child and their parents/caregivers.
- Avoid situations where you are alone with a child where possible.
- Don't allow sexually provocative interactions, or inappropriate talking or touching.

## 6. Recruitment

Recruitment involves the hiring of staff, volunteers, and contractors to work with us. We seek to minimise child abuse risk through every step of the hiring process by including well-advertised child protection commitments and thorough background vetting systems of potential hires (including the use of police checks for those in regular contact with children where required in compliance with New Zealand law).

We will ensure all staff are aware of and uphold the Child Protection Policy. Education around the Child Protection Policy will be provided to all staff at the appropriate level for their role, so staff remain informed of current best practice.

## 7. Sharing content of children

We will not for any reason publish (including for fundraising or promotional purposes) text, photographs or other forms of information that may cause harm to a child or represent a child in an inappropriate or illegal (harmful, abusive or exploitative) manner.

## 8. Misconduct

We will promptly investigate all reported actual or suspected breaches of this policy and, where grounds are found to exist, will take appropriate corrective measures and/or report the matter to the relevant authorities. We reserve the right to initiate appropriate action up to and including employment/contractual termination for staff or other representatives, or for volunteers/interns, to sever the volunteer relationship.

## 9. Incident Reporting

It is mandatory for our staff to report any witnessed, suspected or alleged incidents of child abuse or any breach of this Policy. These concerns may relate to a child or a staff member involved in our business or a concern about a child or person/s outside of our programs. We strive towards incident reporting which is child friendly.

If a child/young person makes a verbal disclosure to a member of staff it is important that staff take what the child says seriously.

Staff are to listen carefully to what the child is saying and are not to interview them or ask too many questions, ask the very basics i.e. Who/when?

Once the basics have been ascertained, no further questions are to be asked. What the child has said is to be documented, this should include time, date and who was present.

If you do have a concern you should immediately follow our child abuse reporting procedures:

**Who should report?**

All of our staff and associates.

**What should be reported?**

Any disclosure, concern or allegation from a child, community member, staff or associate regarding the safety, abuse or exploitation of a child (this includes actual, suspected, or risk of abuse or harm to a child)

**When to report?**

Child abuse concerns should be raised immediately.

**Who to report to?**

Child abuse reports should be made to [info@kidsonthemove.co.nz](mailto:info@kidsonthemove.co.nz)

**What will happen next?**

We will discuss the allegations and then decide upon the next step. This will involve one or more of the following:

- Interviewing the person/persons who made the allegations and/or other witnesses to gather more information with which to make a decision about the allegation;
- Reporting to local police and or child protection authority when it is suspected or becomes clear that a crime has been committed, or if require assistance to determine the appropriate course of action;
- Handling the concern internally if it is not a criminal matter;
- No further action taken;
- Providing support to all involved parties as necessary.

We would then consider the incident report and reflect on whether any change to organisation policy, procedures and protocol is required.

**For any questions, please contact us at:**

Kids on the Move Limited (NZCN 9423494)

Email: [info@kidsonthemove.co.nz](mailto:info@kidsonthemove.co.nz)

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