

CHILD PROTECTION POLICY

Uepū	Aramātauranga
Owner	Tumuaramātauranga
Approved by	Te Ohu
Date first approved	9 December 2016
Date approved	9 December 2016
Date of the next review	06 December 2018

1.0 Te Pūtake

Te Wānanga o Aotearoa is committed to ensuring the safety and promoting the wellbeing of tamariki and rangatahi.

The purpose of this tikanga whakahaere is to:

- i. communicate our commitment to ensuring the wellbeing and safety of the tamariki and rangatahi Te Wānanga o Aotearoa engages with in the course of its activities
- ii. provide guidance and support to kaimahi and taura to identify and respond appropriately to potential child protection concerns, including suspected abuse and/or neglect.

2.0 Tikanga Whakahaere

The wellbeing and safety of tamariki and rangatahi is a paramount concern of Te Wānanga o Aotearoa. The interest and welfare of the tamariki or rangatahi will be the primary consideration when any action is taken about suspected abuse or neglect.

TWoA Values	Principles
Te Aroha Having regard for one another and those for whom we are responsible and to whom we are accountable	2.1 Te Wānanga o Aotearoa understands the important roles our kaimahi and taura have in protecting tamariki and rangatahi. 2.2 Kaimahi will: <ol style="list-style-type: none"> i. in accordance with the Vulnerable Childrens Act 2014, ensure the safety checking as part of kaimahi recruitment and employment procedures and taura enrolment procedures are undertaken. Safety checking includes police vetting, identity verification, the checking of references and an interview ii. ensure ongoing responsibility to champion child protection within Te Wānanga o Aotearoa iii. ensure there are clear procedures in place that comply with appropriate legislation and Ngā Uara for the appropriate response to, and management of suspected abuse and neglect of tamariki and rangatahi 2.3 Te Wānanga o Aotearoa will provide appropriate and adequate Child Protection Training and support for kaimahi who work with tamariki and rangatahi who are aged under 17years of age

TWOA Values	Principles
<p>Te Whakapono The basis of our beliefs and the confidence that what we are doing is right</p>	<p>2.4 Te Wānanga o Aotearoa has an obligation to escalate concerns where child abuse and/or neglect is suspected. Te Wānanga o Aotearoa will ensure clear procedures are maintained so that:</p> <ul style="list-style-type: none"> i. if child abuse and/or neglect is either suspected or disclosed about a tamariki or rangatahi involved with Te Wānanga o Aotearoa immediate action is to be taken ii. if an allegation of child abuse or neglect is made or suspected and it involves kaimahi this is to be escalated immediately to the line manager and Tumu
<p>Ngā Ture The knowledge that our actions are morally and ethically right and that we are acting in an honourable manner</p>	<p>2.5 Te Wānanga o Aotearoa understand the importance of responding appropriately to any disclosure of abuse and/or neglect and must act within the best interests of the tamariki or rangatahi.</p> <p>2.6 Te Wānanga o Aotearoa will ensure that:</p> <ul style="list-style-type: none"> i. accessible information is made available to all kaimahi and taura on how to respond to disclosures of and/or suspected child abuse and/or neglect ii. where kaimahi or taura are working in an external organisation e.g. a school, the Child Protection Policy of that organisation where applicable, takes precedence and must be followed iii. all disclosures should be fully and accurately recorded by the kaimahi, and the tamariki or rangatahi is not be interviewed or in any way questioned about the suspected abuse.
<p>Kotahitanga Unity amongst iwi and other ethnicities, standing as one</p>	<p>2.7 Te Wānanga o Aotearoa recognises that all kaimahi must act within the legal requirements of the relevant legislation</p> <p>2.8 Te Wānanga o Aotearoa kaimahi and taura will share information where there is a serious risk to the safety and wellbeing of a tamariki or young person.</p> <p>2.9 No kaimahi or taura is to act alone when dealing with suspected child abuse; kaimahi or taura must discuss their concerns with their line manager or programme supervisor who will then escalate to Tumu</p>

3.0 Whanuitanga

This tikanga whakahaere applies to all Kaimahi and Taura of Te Wānanga o Aotearoa.

4.0 Whakamāramatanga

These are the definition of terms that are used throughout the document.

Term	Description
Kaimahi	All persons employed by, seconded to, volunteering to, and authorised contractors of Te Wānanga o Aotearoa. Includes; current and former kaimahi of Te Wānanga o Aotearoa; and a member of any governance board of Te Wānanga o Aotearoa. Further defined under; Section 3 (1) Protected Disclosures Act 2000
Tauira	All persons currently enrolled in Te Wānanga o Aotearoa programmes and courses.
Tamariki	For the purpose of this policy tamariki means a person under the age of 14 years.
Rangatahi	For the purpose of this policy rangatahi means a person of or over the age of 14 years but under 17years; but does not include any person who is or has been married or in a civil union.
Child Abuse	The harming (whether physically, emotionally or sexually), ill-treatment, abuse, neglect or deprivation of any child or young person.
Child Protection	Activities carried out to ensure that children and young people are safe in cases where there is suspected abuse and/or neglect or are at risk of abuse and/or neglect.
Disclosure	Information given to a person by a young person, parent or caregiver or a third party in relation to abuse and/or neglect.
Child Youth and Family to be known as Ministry of Vulnerable Children effective 1 April 2017	The agency responsible for investigating and responding suspected abuse and/or neglect and for providing care and protection for children found to be in need.
New Zealand Police	The agency responsible for responding to situations where a child is in immediate danger. They also work with Child Youth and Family in child protection work and investigating cases of abuse and/or neglect where an offence may have occurred.
Physical Abuse	A non-accidental act on a child or young person that results in physical harm.
Sexual Abuse	An act involving circumstances of indecency with, or sexual violation of, a child or young person, or using a child in the making of sexual imaging.
Emotional Abuse	The persistent emotional ill treatment of a child or young person. This can include a pattern of rejecting, degrading, ignoring, isolating, corrupting, exploiting or terrorising a child. It may also include age or developmentally inappropriate expectations being imposed on children. It also includes seeing or hearing the ill treatment of others (i.e. Family Harm / Family Violence).
Neglect	The persistent failure to meet the basic physical and/or psychological needs of a child or young person causing long term serious harm to their health or development. It may also include neglect of their basic or emotional needs.
Line Manager	The manager the kaimahi directly reports to as per the approved organisation structure

5.0 Ngā Hononga

The following tikanga whakahaere applies to this tikanga whakahaere:

- Health and Safety Policy
- Employment Relationships Policy
- Recruitment Selection and Appointment Policy

The following documents apply to this tikanga whakahaere:

- Mana Whaiaro
- Police Vetting Process
- Tikanga Ako
- The following Programmes and Marau documents
 - RangatahiSTAR 101 – STAR
 - STFI101 – National Certificate in Fitness
 - STWH101 – National Certificate in Maori (Te Waharoa) (Level 2) Whakairo
 - Rangatahi – Vocational
 - YGBU 102 WP – Construction and Infrastructure Level 2 Marau V1
 - YGFS101 – Service Industries (Fitness) level 2 Marau v1.
 - YGMN102 VPP – Creative Industries (Multimedia) Level 2
 - YGPA102 VPP – Creative Industries (Performing Arts) level 2 Marau v1
 - YGPI101 VPP – Primary Industries Level 2 Marau v1
 - YGSI101 VPP – Service Industries (Services) Level 2 Marau v1
 - YGTO102 VPP – Service Industries (Tourism) Level 2 Marau v1
 - Social Services
 - HAPS701 – Graduate Diploma in Professional Supervision Marau
 - HASS103-104 – Te Tiwhikete Nga Poutoko Whakarara Oranga, Certificate in Social Services Marau
 - HASW504-704 – Te Tohu Paetahi Nga Poutoko Whakarara Oranga – Bachelor of Social Work Marau
 - THSW501-711 – DOC D Tikanga Ako Marau
 - Te Hiringa – Education
 - TEPT500-700 – He Korowai Akonga (Primary Teaching) Marau

The following legislation apply to this tikanga whakahaere:

- Children, Young Persons, and Their Families Act 1989
- Privacy Act 1993
- Health Information Privacy Code
- Vulnerable Childrens Act 2014
- Education Act 1989
- Health and Safety in Work Act 2015
- Employment Relations Act 2000