

## Child Protection Policy

It is the Policy of St Chads Communication Centre Trust that the well-being of clients is its paramount concern, recognising that we have a greater duty of care to clients <18 years of age. St Chads will comply with relevant legislative requirements and responsibilities to children and young people and ensure that procedures are in place to identify and properly respond to all concerns of possible abuse or neglect.

This Policy applies to all Staff.

The General Manager is responsible for ensuring this Policy is adhered to and any non-compliance with this Policy may be included in performance and appraisal processes for the General Manager at the discretion of the Board Chairperson

### **Guidelines:**

1. The young person will be placed at the centre of all decision-making when responding to suspected abuse or neglect
2. Staff will work in a culture where they are confident to constructively challenge poor practice and raise issues of concern
3. The culture and importance of family/whanau will be recognised as well as their right to participate in decision-making about their young person unless this would result in an escalation of risk
4. Procedures will be in place where abuse or neglect is suspected. Staff will also know they can report suspected abuse and neglect to Oranga Tamariki or the Police if there is good reason to not follow St Chads procedures
5. All staff (paid and voluntary) are expected to be familiar with this policy, its associated procedures and protocols and abide by them
6. Staff are to be able to identify the signs and symptoms of potential abuse and neglect, deal with disclosures by young people and allegations against staff members and are able to take appropriate action in response
7. Any staff member who has concerns about possible abuse or neglect of a young person is to bring the matter without delay and in confidence to their immediate supervisor, a senior staff member or to the General Manager
8. All staff members are to have Police Vetting undertaken with results acceptable to the requirements of the Children's Act 2014, prior to working with a young person
9. All senior staff are to be aware of responsibilities for information sharing and reporting of possible abuse or neglect
10. All staff are to be aware of clients who are under the age of 18
11. The Board will be made aware of the numbers of clients under the age of 18 enrolled with a St Chads service

### **Supporting Documents:**

- Family Violence Act 2018
- Oranga Tamariki Act 1989
- Children's Act 2014

### **Document Control Parameters:**

- The provisions of this Policy supersede and replace all previous Policies

### **Policy Review:**

- This Policy is to be formally reviewed every second year

Date ratified: July 2019

Date reviewed:

Next review: