

Child Protection Policy

Early childhood regulations (2008) 46, 56, 57; Licensing Criteria HS 31

Rationale: The Management and kaiako of the Cashmere Early Learning Centre are committed to the prevention of physical, emotional and sexual abuse of tamariki. This commitment means that the interests and welfare of tamariki are the prime considerations when any decision is made about suspected abuse.

Purpose:

- To provide a safe environment for all tamariki and kaiako.
- To ensure all kaiako are aware of the steps to take when dealing with suspected tamaiti abuse.
- To ensure all records and conversations remain confidential.
- To ensure all involved at the Centre are aware that anybody can report a suspected abuse situation.

NELPS: **Objective 2 Priority 4**, Provide consistency of teachers/ kaiako, educators and caregivers, so young learners/ākonga can develop attachment and positive relationships to support learning and wellbeing

Principles

- The interest and protection of the tamariki is paramount at all times.
- We recognize the rights of families to participate in decisions about their tamaiti.
- We have a commitment to all kaiako being able to recognize signs and symptoms of potential abuse and neglect and are able to take appropriate action in response.
- We will comply with relevant legislation responsibilities.
- We are committed to share information in a timely way and to discuss any concerns about and individual tamaiti with colleagues or Management.
- We are committed to promote a culture where kaiako feel confident they can constructively challenge poor practice or raise issues of concern without fear of reprisal.

- We are committed to working with other organizations to ensure tamariki protection is consistent and of high quality.
- We are committed to supporting kaiako to work in accordance with this policy.
- We are committed to taking a child protection course every two years

Definitions:

Child Abuse is defined by Oranga Tamariki as “any child or young person that has been, or is likely to be, harmed (whether physically, emotionally, or sexually), ill-treated, abused, neglected or deprived”.

Child Abuse can be:

- Physical Abuse
- Emotional Abuse
- Verbal Abuse
- Sexual Abuse
- Neglect.

Child Neglect “is a pattern of behaviour which occurs over a period of time and results in impaired functioning or development of a child. It is the failure to provide for a child’s basic needs.

Neglect may be:

- Physical - failure to provide necessary basic needs of food, shelter or warmth
- Medical - failure to seek, obtain or follow through with medical care for the child
- Abandonment - leaving a child young person in any situation without arranging necessary care for them and with no intention of returning
- Neglectful supervision – failure to provide developmentally appropriate or legally required supervision
- Refusal to assume parental responsibility - unwillingness or inability to provide appropriate care for a child.”

Closed space Is an area that there is no visibility from any other Kaiako.

The Child				
Consider physical, emotional and sexual abuse and neglect				
Recognise disclosure as a sign of abuse				
Recognise Physical Signs	Record Parent, Caregiver or family signs	Observe Behavioural Signs	Child/family Vulnerabilities	Identify Developmental Signs
<ul style="list-style-type: none"> • Bruises and welts • Cuts and abrasions • Scalds and burns • Fractures • Head injuries 	<ul style="list-style-type: none"> • Exposure to family violence • Unrealistic expectations • Terrorising • Corrupting • Isolating 	<ul style="list-style-type: none"> • Aggression • Withdrawal • Anxiety, fear and regression • Sadness • Overly responsible 	<ul style="list-style-type: none"> • Addictions • Mental health • ORANGA TAMARIKI history 	<ul style="list-style-type: none"> • Global development delay. • Specific delays: <ul style="list-style-type: none"> ○ Motor ○ Attachment

<ul style="list-style-type: none"> • Sexually transmitted infections • Failure to thrive and malnutrition • Dehydration • Inadequate hygiene and clothing • Poisoning 	<ul style="list-style-type: none"> • Humiliating • Dependency • Closure • Flight 	<ul style="list-style-type: none"> • Obsessions • Substance abuse • Suicidal thoughts/plans 	<ul style="list-style-type: none"> • Age of parents or child • Attachment • Disability 	<ul style="list-style-type: none"> ○ Speech and language ○ Social cognitive ○ Vision and hearing ○ Unusual developmental patterns
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From Oranga Tamariki website: www.mvcot.govt.nz

Guidelines

Ensuring kaiako are safe to work with tamariki

- Management will undertake pre-employment checks, including police vetting in accordance with the Vulnerable Children's Act 2014, of all kaiako as part of the recruitment procedures. If there is a suspicion that an applicant might pose a risk to a tamaiti, that applicant will not be employed.
- Management will police vet all kaiako who are not registered with the Education Council, every three years.
- kaiako will not leave the Centre with tamariki unless ratios and guidelines in the Excursion Policy are adhered to.
- kaiako are aware of and sensitive to responding to tamariki to ensure that the safety of tamariki is paramount at all times.
- The following people are allowed to undertake toileting and nappy changing routines:
 - The tamariki parents
 - CELC kaiako employed by the Centre on a continuing basis
- The design and layout of the Centre ensures that all kaiako are visible and supervised at all times.

Ensuring professionalism

- Kaiako are encouraged to keep their professional and personal lives separate.
- Kaiako are not allowed to work or volunteer as babysitters for parents/caregivers due to conflict of interest.
- Permissions to pick up tamaiti from the Centre:
 - At the time of enrolment, parents/legal guardian can include, on the Enrolment Form, the names of other persons 14 years old and over who can collect the tamaiti. Changes to this can be made on the Change of Details form at any time by the parent / legal guardian.
 - Parent / legal guardian must provide a written consent/note if another person 14 years old and over who is not registered on the Enrolment form or Change of Details form is collecting the tamaiti. Kaiako will not release the tamaiti to the person without written consent from the parent / legal guardian.

Confidentiality and information sharing

- The Privacy Act 1993 and the Oranga Tamariki Act 1989 (previously Children, Young Persons and Their Families Act) allow information to be shared to keep tamariki 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 tamaiti 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.
- Persons excluded from the Centre:
 - A. Any person who uses or is under the influence of alcohol and/or drugs¹ during Centre operation hours will be asked to leave the centre.
 - B. Any person who is in a physical or mental state that poses a risk or danger to tamariki and/or kaiako will be asked to leave the Centre.
 - C. Any person who has been convicted of committing a crime against tamariki will not be allowed into the Centre.

Responsibility of Management

- Always prioritise the safety and wellbeing of the child. If a child's safety is in danger the police will be called.
- Carry out staff safety checking (including police vetting) in accordance with the children's (Requirements for safety checks of children's workers) Regulations 2015
- A supervision plan is in place. Unauthorised persons are not left unsupervised with children. Give no persons, other than employed staff over the age of 17 years, tasks that involve nappy changing, toileting or responsibility for the supervision of children.
- Ensure that staff and other adults visiting or working in the centre are well supported and visible in the activities they perform with children. While the centre respects the privacy of our children, staff and visitors, visibility will be given priority to ensure the safety of all concerned.
- Ensure no child is taken from the centre by any staff member or adult, without the permission of a parent, except in the case of an emergency
- Maintain appropriate records
- Ensure the centre's procedures protect staff from unjustified allegations of abuse
- Ensure the centre has educational and informational resources for children and adults on child abuse
- The Manager will undertake to implement the requirements of **Education (Early Childhood Services) Regulations 2008 56 and 57** as set out in Appendix B to ensure tamariki are protected from ill-treatment and their health and safety is maintained.
- The Manager will undertake to implement the requirements of **The Vulnerable Children Act 2014** to ensure all employees, contractors and people undertaking paid work in the Centre undergo a safety check process.
- The Manager will undertake to implement the requirements of **The Privacy Act 1993 and the Children, Young Persons and their Families Act 1993** to keep tamariki safe when abuse or suspected abuse is reported or investigated.

- Should a neglect or abuse situation occur or come to the attention of the centre, and should a report/referral to Oranga Tamariki or the police be made, the centre is also under an obligation to report the matter to the Ministry of Education **Licensing**

Criteria HS 34

Staff will:

- Always prioritise the safety and wellbeing of the child. If a child is in danger, the police will be called.
- Familiarise themselves with this centre policy
- Immediately notify the Manager if they observe signs of child abuse or anyone reports to them any suspicions of child abuse of children at the centre, or a pattern of neglect or concerns is identified
- Maintain confidentiality. Failure of staff to comply with this policy will be regarded as serious misconduct
- Understanding Safe Practice: Respond appropriately to a child who initiates physical contact in seeking affection, reassurance or comfort. It is not appropriate to force any form of unwanted affection/touching on a child. Touching should not be initiated to gratify adult needs. Physical contact during the changing or cleansing of children must be for the purpose of that task only and not be more than is necessary for the job
- Never take a child from the centre without the permission of a parent, except in the case of an emergency.

Staff Selection

- The Centre will employ kaiako only after an interview and thorough checking on the applicant's work history. This will include completing the Children's Worker Safety Check (CWS Check) set out in Appendix C.
- All employees, including contractors, will have been passed through the Police Vet Check Process.
- All staff not holding a current Education Council New Zealand (EDUCANZ) Registered Teacher Practising Certificate will have a CWS Check every three years.
- Management will ensure when selecting kaiako that they have the skills and attributes to ensure tamariki safety.
- When employing temporary or casual kaiako, the applicant's referees will be contacted prior to employment.
- All kaiako, including volunteers, will be required to read and abide by the Child Protection Policy.

Safety Checks for Students

- The Centre will accept CWS Checks that have been completed on their behalf by another provider.
- Before a student begins working in the Centre the Manager will check with the Students Education Institution/ Training Provider that they have completed all the

components of a safety check consistent with the requirements for that student, any components not completed by them will be completed by the Centre.

- The Centre will complete the identity check and risk assessment for all tamariki workers, including students even if these have already been completed by another person or organisation.

Safety Checks for Relievers

- The Centre will ensure CWS Checks have been completed for all relief kaiako prior to their beginning work in the Centre.
- In the event of an unexpected event, emergency or being unable to access relief kaiako with a current CWS Check completed by the Centre, the Centre will employ the person for up to five days without a full CWS check provided that person has had a full Check completed elsewhere. The Centre will complete a Proof of Identity Check prior to the person beginning work. The CWS Check process will begin on the persons first day in the Centre or earlier if possible.

Kaiako Supervision

- Two kaiako members will be rostered on at all times. At no time will a teacher be left alone with tamariki in the Centre or be alone with tamariki in a closed space in the Centre.
- Careful consideration will be taken in the deployment of kaiako to ensure tamariki are supervised at all times, and kaiako are at all times visible to other kaiako. Kaiako should identify secluded areas in the Centre environment and inform another adult if they are to enter those areas when tamariki are present.
- If it is necessary for a tamaiti to be withdrawn by an adult this should be to an open space in the Centre.
- The care of tamariki involves physical contact; this is normal, natural and desirable. It is natural to touch them to show affection, to comfort, to reassure them, and to give them praise, as well as taking care of some of their physical needs. However, it is not acceptable to force unwanted affection or touching on a tamaiti. Physical contact with tamariki during changing or cleansing must be for the purpose of that task only and be no more than is necessary.
- When kaiako are changing nappies or toileting children, other kaiako should be made aware that they are carrying out these duties.
- Procedures for changing wet or soiled tamariki will be displayed in the bathroom area.
- Whenever possible, tamariki will be supported to change their own clothes.
- Students and relievers will work with tamariki only under direct supervision and are not permitted to undertake any caregiving routines.
- If tamariki are to leave the Centre as part of the Centre programme (including school visits) they will always be accompanied by a kaiako and one or more adults.

Parent Involvement

- The Centre has an open-door policy where parents are welcome to visit at any time and to be involved as much as possible within the Centre.

- Parents and visitors are not permitted to undertake any caregiving routines with other people's tamariki or be alone with them.
- If any kaiako is concerned that a parent/adult collecting a tamaiti may be under the influence of alcohol or drugs they will seek support from another kaiako member and:
 - Ask the parent/adult if anyone can be contacted to take them home or a taxi fare offered.
 - In the case of parents/adults where the above is not satisfactory and the safety of children and staff is at risk, the Police will be informed.
- Tamariki cannot leave the centre without written permission from parents, except in an emergency. If a non-custodial parent/guardian wishes to collect a tamaiti from the Centre the custodial parent will be informed before the tamaiti leaves the Centre.

Professionalism Procedures

- Management will encourage kaiako to keep their personal and professional lives separate. Confidentiality is to be maintained at all times.
- At least once each year, the Child Protection Policy will be discussed at a staff meeting to ensure staff are familiar with the policy and are continually reminded of their responsibilities.
- The management team is committed to ensuring kaiako are familiar with this policy, and is aware of how to prevent, recognize and respond to abuse. All new staff will familiarize themselves with this policy during their induction process.
- If parents have concerns about the treatment of a tamaiti by our kaiako, they are encouraged to make this known to the Manager/or owner, who will ensure that the matter is investigated and acted on immediately as per the Complaints Procedure.

Preventative Education

- All kaiako follow the Behavior Management Policy/Promoting Social Competence Policy, which promotes positive guidance of tamariki behavior.
- Kaiako work as a team to ensure they can support each other in managing tamariki challenging behaviours. If a kaiako is feeling stressed by the behaviour of a tamaiti/tamariki they should immediately communicate this to another member of the teaching team.
- Education of tamariki and parents/whanau is important in the prevention of tamaiti abuse. We encourage parents to make use of education programmes organised by agencies in the community.

Protection from Exposure to Inappropriate Material

Definition:

Inappropriate material is anything of an explicitly sexual or violent nature.

- Kaiako will supervise tamariki during computer and Internet use to ensure that tamaiti are not exposed to content of a violent and/or sexual nature, or inappropriate material.

- Kaiako will screen donated magazines and remove materials that are of a violent and/or sexual nature, and/or inappropriate.
- All kaiako will be made aware of cyber safety practices when using ICT with tamariki.

RESPONDING TO SUSPECTED CHILD ABUSE

Any Person in the Centre is able to Report Suspected Child Abuse

- Always believe what tamariki tell you, and what you see.
- Always take action in the short term to ensure the immediate safety of the tamaiti. This will mean contacting Oranga Tamariki or the Police if you think there is an immediate risk of the child being abused again.
- Record your concerns or communication with the tamaiti which cause concern. Record observations and keep any relevant art work from the tamaiti if this could help. All records will be stored confidentially in the Centre's filing system and made available only to people directly dealing with the abuse.
- Do not make decisions alone. Consult with someone experienced. If there is no short-term risk, take time to consult thoroughly in order to make a well-informed decision. If you are certain that the suspected child abuse has occurred outside the family or by a person not closely known to the family, speak to the parents before you report the suspected abuse. Be sure you have the skills, help and support to present the information to the parents.
- If you suspect that the abuse may have been perpetrated by a family member or someone close to the family, do not contact them. Obtain support from an appropriate person who will inform them at an appropriate time.
- If you suspect that tamaiti abuse has been perpetuated by a kaiako member or other person assisting at the Centre, you should report the matter promptly to management, who will then report the matter to statutory authorities. This procedure does not preclude the right of any kaiako member to report instances of tamaiti abuse directly to Oranga Tamariki or the New Zealand Police.
- Act on your concerns. Don't leave it to someone else or hope it won't happen again. If you have told the person, you believe is responsible for taking action and they do not act, take further action yourself.
- The situation can be stressful. Seek support for yourself by informing management. Management will obtain support from agencies and organizations that specialize in abuse situations.
- Outside organizations which offer support are Oranga Tamariki, Police, Community Public Health Nurse, Area Health Boards, tamaiti and family counseling Services, Awhina Wahine, tamaiti help lines, Community Mental Health.
 East Adult Community Service | Phone: [03 381 1559](tel:033811559)
 North Adult Community Service | Phone: [03 363 1950](tel:033631950)
 South Adult Community Service | Phone: [03 363 1950](tel:033631950)
 West Adult Community Service | Phone: [03 343 0836](tel:033430836)

Allegations or Concerns about kaiako

If an allegation of abuse is made about a kaiako member the Centre will:

- If a kaiako member is aware that an allegation of abuse of a tamaiti has been made against them they are strongly advised to follow this procedure:
 - Contact a lawyer specialising in allegations of abuse of children or, if a member, NZEI Te Riu Roa.
 - The Centre will follow the procedures set out in Appendix A.
 - Should allegations of abuse against a staff member be proven this will be treated as serious misconduct.

Concerns about a tamariki play with another tamariki

Tamariki will use play as a medium to express things they have learnt or seen, it is important for kaiako to recognize the difference between sexualised play and age and stage development and not from an adult view. When a kaiako member has witnessed play which they deem to be concerning it will be written up on a concern form which will be given to management and with consultation with the staff member it will be decided if the concern will be discussed with the parents or collated as evidence: If the manager is wanting to find out more information about the tamariki play to see if it's appropriate the first point of contact is the STOP programme (Call on 03 – 3530257) and ask for advice for the age and stage of the tamaiti.

**PROCEDURES WHERE
tamariki Abuse is Suspected / Discovered**



1) Listen to the child	Disclosures by children are often subtle and need to be handled with particular care, including an awareness of the child's cultural identity and how that affects interpretation of their behaviour and language.
2) Reassure the child	Let the child know that they: <ul style="list-style-type: none"> • Are not in trouble. • Have done the right thing.
3) Ask open-ended prompts – e.g., "What happened next?"	Do not interview the child (in other words, do not ask questions beyond open prompts for the child to continue). Do not make promises that can't be kept, e.g., "I will keep you safe now".
4) If the child is visibly distressed	Provide appropriate reassurance and re-engage in appropriate activities under

	supervision until they are able to participate in ordinary activities.
5) If the child is not in immediate danger	Re-involve the child in ordinary activities and explain what you are going to do next.
6) If the child is in immediate danger	Contact the Manager/owner, in consultation Contact the Police immediately
7) As soon as possible formally record the disclosure	Record: <ul style="list-style-type: none"> • Word for word, what the child said. • The date, time and who was present.

Most importantly you are there to support the tamaiti.

ABUSE SUSPECTED / DISCOVERED

Advise the Manager/Owner immediately



If in immediate danger (i.e. tamaiti cannot return home) act with urgency.

Contact Oranga Tamariki

0508326459

All kaiako have the right to take any concerns for the safety and well-being of a tamaiti directly to Oranga Tamariki on 0508326459 and/or the Police 111

CONSULT WITH PROFESSIONAL AGENCIES

We encourage our staff to talk to someone experienced, for a different point of view, or for ideas about how to support families / whānau.

- Parent Help – 0800 568 856
- Oranga Tamariki – 0508 326 459
- Are You OK – 0800 456 450 (Family Violence Information Line)
- Plunket Helpline on 0800 933 922.
- Mental health services
- East Adult Community Service | Phone: [03 381 1559](tel:033811559)
- North Adult Community Service | Phone: [03 363 1950](tel:033631950)
- South Adult Community Service | Phone: [03 363 1950](tel:033631950)
- West Adult Community Service | Phone: [03 343 0836](tel:033430836)

Kaiako should not assume responsibility beyond their level of expertise, and management should contact a professional agency for support where necessary.

Concerns Confirmed	Concerns not Confirmed
<ol style="list-style-type: none">1. Report to Oranga Tamariki/Police. <i>Await further contact before taking any action.</i>2. Seek support for yourself.3. Advise Manager/Owner.	Continue to closely monitor the situation in consultation with manager/owner and whoever else is involved.



FACTS RECORDED

- Go off to a room as soon as possible and type down all the information you have been told, word for word of what the child said - if possible.
- Make sure you include time and dates if you have them.
- Add in any photo evidence to your document if you have any.

NOTE: The Centre kaiako or Manager/owner have the right to ask for confidentiality when reporting a suspected case abuse to Oranga Tamariki/Police. This must be stated clearly in the first contact with Oranga Tamariki/Police.

Licensing Criteria HS 31-33.

Appendix A

If a kaiako Member is accused of Abusing a tamaiti, the Procedures below will be followed.

The designated person Will:

- Make sure that the tamaiti is safe and protected in the Childcare Centre environment.
- Inform the employee of their right to support from a person/s of their own choosing, such as a legal representative, union counselor, family member or friend.
- Inform the Owners as soon as possible.
- Keep records of any formal discussions regarding the matter.
- Contact the tamariki parents/caregivers when appropriate.
- Contact insurer and/or legal advice.

The designated person Will:

- Grant the employee discretionary leave.
- Conduct the initial investigation.
- Inform Oranga Tamariki and the Police if necessary. The decision to follow up on any allegations should be made in consultation with these agencies.
- Invoke disciplinary procedures as per the staff member's Employment Contract.
- The Centre will treat employees accused of child abuse fairly and according to their contract.

Appendix B

Education (Early Childhood Services) Regulations 2008

56 Ill-treatment of Children

(1) In order to ensure that the standards set out in this Part are complied with, the service provider of a licensed service and any educator who provides education and care for a licensed home-based education and care service must comply with subclause (2) if the service provider or educator has reasonable grounds to believe that a person employed or engaged in the service, or any other person:

(a) has physically ill-treated or abused a child or committed a crime against children;
or

(b) in guiding or controlling a child, has subjected the child to solitary confinement, immobilisation, or deprivation of food, drink, warmth, shelter, or protection.

(2) The service provider and the educator must ensure that:

(a) the person is excluded from coming into contact with the children participating in the service or, as the case requires, the children being educated by the educator.

(b) if satisfied that it is necessary to do so to ensure that no tamariki is ill-treated, ensure that the person is excluded from the service and does not enter or remain in any premises where the service is provided while it is being provided, or as the case requires, is excluded from the home and does not enter it or remain in it while the educator is providing education and care.

57 Health and Safety of tamariki

(1) In order to ensure that the standards set out in this Part are complied with, the service provider of a licensed service and any educator who provides education and care for a licensed home-based education and care service must comply with subclause (2) if the service provider or educator has reasonable grounds to believe that a person employed or engaged in the service, or any other person:

(a) is in a state of physical or mental health that presents any risk of danger to tamariki; or

(b) has an infectious or contagious disease or condition.

(2) The service provider and the educator must ensure that:

(a) the person is excluded from coming into contact with the tamariki participating in the service or, as the case requires, the tamariki being educated by the educator;
and

(b) if satisfied that it is necessary to do so to ensure that no tamaiti becomes ill, ensure that the person is excluded from the service and does not enter or remain in any premises where the service is provided while it is being provided or, as the case requires, is excluded from the home and does not enter it or remain in it while the educator is providing education and care.

(3) This regulation does not apply in respect of a licensed hospital-based education and care service to which the Health and Disability Services (Safety) Act 2001 applies.

Appendix C

Tamariki Worker Safety Checklist

Checks Required for tamariki Workers

The following checks must have been completed for all people a specified organisation is seeking to employ or

engage as a tamariki worker (including as a contractor) from 1 July 2015 for core tamariki workforce roles, and from 1 July 2016 for non-core tamariki workforce roles.

1. Identity confirmation, either by:

- A. Use of an **electronic identity credential** (e.g., the Real Me identity verification service), and a search of personnel records to check that the identity has not been claimed by someone else.
- B. Following the regulatory process to provide confidence that:
 - The identity exists (i.e. that it is not fictitious) by **checking an original primary identity document**.
 - The identity is a 'living' identity and the potential tamariki worker uses that identity in the community by **checking an original secondary identity document**.
 - The potential tamariki worker links to the identity either by checking an identity document that contains a **photo**, or by using an **identity referee**.
 - Searching **personnel records** to check that the identity has not been claimed by someone.

2. An **interview** of the potential tamariki worker. The interview may be conducted via telephone or other communications technology.

3. Obtaining and considering a **work history**, covering the preceding five years, provided by the potential tamariki worker.

4. Obtaining and considering information from at least one **referee**, not related to the potential tamariki

worker or part of their extended family.

5. **Seeking information** from EDUCANZ, or other relevant organisation, including (but not limited to) confirmation that the potential tamariki worker holds a current Registered Teacher Practising Certificate or is currently a member of the relevant organisation

6. Obtaining and considering information from a **New Zealand Police vet**, unless at least three-yearly New Zealand Police vetting is already completed by EDUCANZ

7. Evaluation of the above information to **assess the risk** the potential tamariki worker would pose to the safety of tamariki if employed or engaged, taking into account whether the role is a core tamariki worker or non-core tamariki worker role.

Checks Required for Periodic Rechecking

Every three years following their checks at the required standard, the following checks must be complete for each person an organisation continues to employ or engage as either a core or non-core children's worker.

1. Confirmation that the tamariki worker has not changed their name from the name on the documents

produced during the initial identity confirmation (i.e., the presented primary or secondary document).

If there has been a change to the person's name since he or she was last safety checked, the person must reconfirm his or her identity by producing a supporting name change document relating to his other name change.

2. Seeking information from EDUCANZ or any relevant professional organisation, licensing authority, or registration authority, including (but not limited to) confirmation that the person is currently a member of the organisation, or currently licensed or registered by the authority.

3. Obtaining and considering information from a **New Zealand Police vet**, unless the worker holds a Current Registered Teacher Practicing Certificate and EDUCANZ has confirmed that the registration is current.

4. Evaluation of the above information to **assess the risk** the tamariki worker would pose to the safety of tamariki if employed or engaged, taking into account whether the role is a core tamariki workforce or non-care tamariki worker role.

Ref: Tamariki worker safety checking under the Vulnerable Children Act 2014 RC v 1.00 May 2015

Links: <http://childrensactionplan.govt.nz/whats-new/childrens-workforce-guidelines-available/>

Appendix D

Risk Factors of Child Abuse

Issues in the home that teachers or centre staff might become aware of, that might lead to abuse and neglect include:

- Parents with money problems, being out of work
- Overcrowding or housing struggles
- Parents with stress
- Child with special needs
- Parents isolated from friends, family and whānau
- Parents with a history of depression or other mental illness
- Parents separating.

Early signs that can lead to abuse and or neglect can be:

- Parent has a drug, alcohol or gambling problem
- Parent does not engage with their child or has a difficult relationship with them
- Child doesn't have enough clothes on and is often cold and hungry
- Child has unexplained or changeable emotions (eg, withdrawn or depressed)
- Parents frequently yell at, swear at or shame a child
- Child seems scared of a particular adult.

Parental Factors:

- Parent has already abused a child
- Pregnancy was not wanted
- Parent has a background of abuse when growing up
- Young, unsupported mother often with low education
- Parents have unrealistic expectations of the child and lack parenting knowledge
- Parent is isolated and has few supports
- Parent has a mental illness or is abusing drugs or alcohol

Environmental Factors:

- Overcrowding in the house

- Poverty or lack of opportunity to improve the family's resources
- Family violence is present
- A non-biological adult living in the house
- Family is experiencing multiple stresses

Child Factors:

- Baby is sickly, colicky or unwanted
- Child has a physical or developmental disability
- Child is the product of an abusive relationship
- Lack of attachment between child and parent

Source: <https://www.childmatters.org.nz/insights/risk-factors/>

Child Protection Policy – PT.9

Date Adopted: July 2024

Date of next review: July 2027

Signed: