

## Child Safeguarding Policy

Policy Number: 1

### Commitment to Te Tiriti o Waitangi.

IHNZ recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document. IHNZ is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.

### Values.

Working with children and young people is a privilege. Children and young people have the right to thrive in safe and supportive environments within the inline hockey community.

Play, active recreation and sport is a vital part of life. It offers fun, great pride, a sense of achievement and is a positive influence in the lives of many children and young people, including building self-esteem, resilience, routine, teamwork and a sense of belonging. However, the wellbeing of children and young people in play, active recreation and sport also requires their safety and welfare being covered.

To achieve this IHNZ has embraced policies and practices that support and protect children and young people.

We acknowledge that every person involved in IHNZ has a legal and moral responsibility to protect children and young people from abuse and neglect. Children and young people have a right to take part in inline hockey at IHNZ in a safe environment and to receive the support they need if they are at risk or vulnerable.

Every childhood is important, and every child and young person has the same rights to enjoyment, to have their views considered and to be free from abuse. All children and young people, regardless of their backgrounds have the right to access the support they need. It is crucial all children and young people are in the care of safe and skilled adults at IHNZ who are supported, trained and guided by effective policies, procedures and standards.

### Purpose.

Children and young people have the right to be free from harm and abuse. This policy gives details of IHNZ's commitment to the protection of children and young people. The policy:

- Sets standards to protect children and young people, our staff, volunteers and contractors.
- Contains procedures for our staff, volunteers and contractors to guide them in identifying and reporting child abuse and neglect to meet our obligations under the Children’s Act 2014.
- Creates a mandatory requirement for all staff, volunteers and contractors to report any concern about the safety of a child or young person, no matter how small they believe it may be, to one of our Child Safeguarding Representatives (CSRs).
- Appoints our CSRs and sets out their role and responsibilities.
- Provides details of the other procedures in place that are to be followed by all staff, volunteers and contractors at all times.
- Ensures IHNZ creates a safe environment and that all staff know what to do if there are concerns about a child or young person.

### **Application.**

*This policy applies to staff:*

This policy applies to all staff who are employed, volunteer or are engaged/ contracted by IHNZ, including board members. The term “staff” will be used in this policy and procedures to cover all the people named above.

*This policy applies to affiliated clubs:*

This policy applies to all IHNZ affiliated clubs.

*This policy applies to children and young people:*

This policy applies to all children and young people up to 18 years of age who are taking part in IHNZ activities. It also applies to any other children, who may not be directly taking part in IHNZ activities, but who staff may have contact with, such as child spectators or siblings.

### **Our Commitment.**

IHNZ wants all children and young people to have a positive and enjoyable experience of inline hockey and is committed to providing a safe and child-centred environment where children and young people are protected from abuse that may occur inside or outside the organisation. We do this by having a full range of standards, codes and policies with trained and safe people working with children and young people. We are committed to having an embedded culture of safeguarding and child protection in place, which goes beyond compliance.

*To children and young people:*

- We commit to always putting children and young people's welfare first in every decision we make.
- We will ensure all children and young people feel respected, listened to, valued and encouraged to enjoy and participate in their sport, recreation or activity.
- We will appoint a Child Safeguarding Representative to ensure concerns are dealt with quickly, sensitively, effectively and consistently.
- We will provide safe people to work with children and young people.
- We will provide staff and volunteers who are well trained and confident to respond to any concerns for the safety of a child or young person.
- We will listen to and believe children and young people.

*To parents, caregivers and whānau:*

- We will support and respect the vital role parents, caregivers and whānau play in the lives of their children, while always making sure the safety of the child or young person is our priority.
- We will have open, transparent and honest communication with parents, caregivers and whānau about all aspects of their child's welfare, as long as we can keep the child or young person safe while we do that.
- We will raise any concerns we have as soon as we have them, and offer referrals to community services that might be able to help a family through times of difficulty and change.
- We will be available and approachable to listen to any concerns a parent, caregiver and whānau may have about their child while they are involved in IHNZ activities.
- We will take every concern about a child or young person's safety seriously and respond consistently and effectively.
- We will provide staff and volunteers who are well trained and confident to respond to any concerns for the safety of a child or young person.

*To staff, contractors and volunteers:*

- We will ensure all staff are inducted to our child safeguarding culture.
- We will provide clear expectations, policies and procedures to support keeping children, young people, staff, contractors and volunteers safe and protected from harm.
- We will provide support and regular training to ensure these expectations can be met.
- We will provide adequate supervision so staff, contractors and volunteers always know who they can talk to, and the process involved, if they have a concern about a child or young person.

## Our culture of child safeguarding.

Our embedded child safeguarding culture includes the following policies and procedures and supporting documents:

| <i>Policy Number</i> | <i>Policy</i>                             | <i>Procedures and Forms</i>   |
|----------------------|---|---|
| 1                    | Child Safeguarding Policy                 |   |
|                      |   | Child Safeguarding Procedure for responding to actual or suspected child abuse or neglect |
|                      |   | Child Safeguarding Concern Form   |
|                      |   | Child Safeguarding Indicators of Abuse  |
| 2                    | Safer Recruitment Policy                  |   |
|                      |   | Safer Recruitment Checklist for Staff, Contractors and Volunteers                         |
|                      |   | Safer Recruitment Questions for Interviewers and Referees                                 |
|                      |   | Safer Recruitment Volunteer Screening Form  |
| 3                    | Safe use of Changing Facilities Policy    |   |
| 4                    | Preventing Bullying and Harassment Policy |   |
|                      |   | Child Safeguarding Indicators of Abuse  |

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|----------------------|-------------|
| <b>IHNZ Board</b>    |             |
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