

CHILD PROTECTION POLICY

1. Purpose Statement.

This policy outlines KHW MPHOs commitment to identifying the vulnerability of children and responding to child abuse and neglect in a timely and appropriate way.

KHW MPHOS recognises that the safety and wellbeing of the child/young person is the top priority when investigating suspected or alleged child abuse.

This policy provides KHW MPHOS broad framework and expectations to protect vulnerable children/young persons including (but not limited to) staff behaviours in response to actual or suspected child abuse or neglect.

2. Policy Principles

- The rights, welfare and safety of the child/tamariki, young person/rangatahi are our first and paramount consideration.
- Services should contribute to the nurturing and protection of children and advocate for them.
- Services for care and protection of children are built on a bicultural partnership in accordance with the Treaty of Waitangi.
- Maori children/tamariki, young persons/rangatahi is assessed and managed within a culturally safe environment.
- Wherever possible the family/whanua, hapu and iwi participate in the making of decisions affecting the child/tamariki young person/rangatahi.
- All staff are to recognise and be sensitive to other cultures.
- Staff are competent in identification and management of actual or potential abuse and/or neglect through the organisations policy and procedural structures and education programme.
- To ensure consistency of purpose and procedures KHW MPHOS will work with the Marlborough Children's Team adopting its procedures where possible (see relate documents).

3. Responsibility/Scope.

- KHW MPHOS Chief Executive Officer, has the role of Child Protection Officer and will have overall responsibility for ensuring this policy is implemented and used effectively;.

- This policy applies to:
 - All staff employed by KHW MPHO who have contact with children/young persons as part to their employment;
 - All contracted providers to KHW MPHO;
 - All contractors to KHW MPHO
 - All students and volunteers managed or supervised by the staff or contractors to KHW MPHO.
- All staff (including contracted providers, contractors, volunteers and students) have a responsibility to discuss any child protection concerns, including suspected abuse or neglect, with their manager/supervisor or the designated person responsible for child protection.

4. Training

- KHW MPHO is committed to maintaining and increasing staff awareness of how to prevent, recognise and respond to abuse through appropriate training. As part of their induction staff is to be made aware of the policy on child protection.

5. Related Documents.

- Key Definitions:
 - To help reduce confusion and uncertainty amongst staff and those accessing services.

<http://childrensactionplan.govt.nz/assets/CAP-Uploads/childrens-workforce/Safer-Organisations-safer-children.pdf>

- Responding to suspected abuse or neglect

<http://childrensactionplan.govt.nz/assets/CAP-Uploads/childrens-workforce/Safer-Organisations-safer-children.pdf>

- When an allegation is made against a member of staff

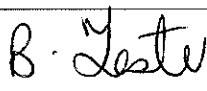
<http://childrensactionplan.govt.nz/assets/CAP-Uploads/childrens-workforce/Safer-Organisations-safer-children.pdf>

- Recording and notifying suspected child abuse or neglect to:
 - KHW MPHO Child Protection Officer
 - Child Youth and Family.
- Recruitment and employment of staff, contractors, students and volunteers
See KHW MPHO Human Resource Policy
- Staff, contractor, student and volunteer training programme/guidelines.

6. Related legislation.

- Vulnerable Children's Act 2014
- Care of Children Act 2004.
- Privacy Act 1993
- The United Nations Convention of the Rights of the Child (UNCROC)
- Children Young Persons and Their Families Act, 1989
- Domestic Violence Act 1995
- Victims Right Act 2002

7. This policy will be reviewed at least every three years.

Person responsible	Chief Executive
Approved by	
Date Approved:	April 2015
Review Date:	April 2017

