

Cross Over Trust Child Protection and Abuse Prevention Policy (2024)

POLICY STATEMENT

Cross Over Trust [COT] is committed to the prevention and early detection of abuse and/or neglect of children and young people. In all interactions with children, young people and their family/whānau COT will be guided by the principle that the welfare and interests of the child or young person are the first and paramount consideration.

COT staff will ensure that early and appropriate action is taken when child abuse is suspected. COT is also guided by the principle that the family/whānau have the primary role in caring for and protecting children and young people and unless this poses further risk to the child or young person, family/whānau will be involved in all decision making.

PROCEDURES

Suspected Abuse

COT acknowledges the right of any person to report suspected abuse to Oranga Tamariki and the Police. Documentation will be kept of any concerns and observations. Where any form of physical, emotional or sexual abuse, or neglect, is suspected, immediate action will be taken to ensure the safety of the child or young person. COT will report suspected abuse to Oranga Tamariki for full investigation in accordance with the Child Abuse Reporting Protocol. **COT staff will not investigate the suspected abuse with the child or young person.**

Protections

COT will ensure that all staff receive appropriate training on identifying child abuse, fully understand their obligation to act in the interests of the child or young person and know what steps to take to ensure the immediate safety of any child or young person they are concerned about. All staff and clients who notify abuse are informed of the protections that exist under Section 15-16 of the Oranga Tamariki Act 1989 and the Privacy Act (Privacy Principle 11) in relation to giving information or making a referral regarding a child or young person they are concerned about.

All staff are to be police vetted before beginning at COT. Existing workers are to be 'safety checked' which may include police vetting every three years after their last safety check was completed.

Child Abuse Reporting Protocol

This should be done in consultation with the Manager –it's important to not do this work in isolation and to get support throughout.

Where any staff member is concerned or alerted that a child or young person is at risk of harm, abuse or neglect, the following procedures will be followed:

1. The staff member concerned reports their concern to their team leader (community liaison) who will inform the Manager. If anyone representing COT is suspected of abuse this is to go straight to the Manager or the Chair of COT as appropriate. If the child is at school – follow the school process around reporting and documenting the information. This must occur as soon as possible and immediately if there is any risk of immediate harm.
2. If the child or young person is on the premises, the staff member concerned will adhere to the following protocol:

If it occurs at school notify the respective school's Principal or person acting up as Principal as school's have a process and policy to follow with regard to child protection concerns.

If it occurs at Origin Sport or in the community

If there is immediate danger:

- Phone the police on 111.
- If possible, protect the immediate safety of the student.
- Following the incident, inform the designated child protection person.
- Record any actions taken.

o Where appropriate contact a member of the child or young person's family/whānau, inform them of the action and request they come to support the young person.

o All notifications to Oranga Tamariki [OT] are made to the 0508 326 459 number and a written OT Notification Form is completed with a copy emailed to OT.

o In the event an acknowledgement of a notification is not received from OT, the above notification process is repeated and documented.

o In cases of immediate risk, the staff member will remain with the young person until an OT worker has assessed the situation and taken appropriate action.

3. If the child or young person is not onsite and there are concerns, the Manager or delegated staff member will contact the local Oranga Tamariki office and make a referral under the provisions of section 15 of the Oranga Tamariki Act. The referral is to be made the same day.

4. All action taken pertaining to the reporting of abuse and neglect and the outcomes are to be documented and reported. The Manager must sign off all information recorded in the case of anything that occurs outside of school premises.