

Tiaki Tamariki (Child Protection)

Uepū	Tumukauneke
Policy Owner	Tokokauneke
Policy Holder	Aukaha Kirimana
Approved by	Te Mana Whakahaere
Date Established	9 December 2016
Last approved revision	July 2019
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1.0 Te Pūtake

Te Wānanga o Aotearoa (TWOA) is committed to ensuring the wellbeing and safety of the tamariki and rangatahi who it engages with in the course of its activities, while also providing guidance and support to kaimahi and taura to identify and respond appropriately to child protection concerns.

- Children’s Act 2014
- Education Act 1989
- Employment Relations Act 2000
- Health and Safety at Work Act 2015
- Oranga Tamariki Act 1989
- Privacy Act 1993

2.0 Ngā Ture Whakapai

3.0 Tikanga Whakahaere

Ngā Uarā	Policy
<p>Te Aroha Having regard for one another and those for whom we are responsible and to whom we are accountable</p> <p><i>Policy statements related to the allocation of responsibilities or accountabilities.</i></p>	<p>3.1 The wellbeing and safety of tamariki and rangatahi is of paramount concern of TWOA and will be our primary consideration when any action is taken about children protection concerns.</p> <p>3.2 Te Wānanga o Aotearoa is committed to the protection of tamariki and rangatahi, the prevention of abuse and providing a safe physical and emotional environment for tamariki, rangatahi and whanau.</p>
<p>Te Whakapono The basis of our beliefs and the confidence that what we are doing is right</p> <p><i>Policy statements related to stakeholder participation or reporting.</i></p>	<p>3.3 TWOA understands the important roles kaimahi have in protecting tamariki and rangatahi, and will provide systems to ensure ongoing kaimahi responsibility to champion child protection within TWOA.</p> <p>3.4 TWOA will provide appropriate and adequate Child Protection, suicide and self-harm screening and intervention training and support for kaimahi who work with tamariki and rangatahi.</p>

<p>Ngā Ture The knowledge that our actions are morally and ethically right and that we are acting in an honourable manner</p> <p><i>Policy statements related to compliance or process / system integrity</i></p>	<p>3.5 TWoA recognises its obligation to respond to child protection concerns, including where those concerns involve kaimahi, and must act in the best interests of tamariki and or rangatahi.</p> <p>3.6 TWoA will develop and maintain child protection tikanga here, to provide clear direction in response to child protection concerns, in particular to ensure:</p> <ul style="list-style-type: none"> a. immediate action is taken in response to child protection concerns, b. clear and reliable information is accessible to all kaimahi and taura on how to respond to child protection concerns, including specific guidance in relation to cases of abuse or neglect, c. proper recording and reporting of child protection concerns, and d. the wellbeing of kaimahi and taura. <p>3.7 Child protection tikanga here must comply with appropriate legislation and Ngā Uara.</p> <p>3.8 TWoA will in accordance with the Children’s Act 2014, ensure the safety checking as part of kaimahi recruitment and employment procedures and taura enrolment procedures are undertaken. Safety checking includes police vetting, identity verification, the checking of references and an interview prior to beginning employment and any time during employment.</p> <p>3.9 Where kaimahi or taura are working in an external organisation e.g. a school, the Child Protection Policy of that organisation where applicable, takes precedence and must be followed.</p>
<p>Kotahitanga Unity amongst iwi and other ethnicities, standing as one</p> <p><i>Policy statements related to cohesion, uniformity, integration or transparency</i></p>	<p>3.10 TWoA provides for all kaimahi reporting their concerns to either Oranga Tamariki and/or the Police, as appropriate in accordance with s 15 of the Oranga Tamariki Act 1989, to ensure tamariki and or rangatahi can have the required support and protection. In cases where Oranga Tamariki or Police become involved kaimahi will cooperate fully with any investigations.</p>

4.0 Whanuitanga

This tikanga whakahaere applies to all Governance and Kaimahi of Te Wānanga o Aotearoa.

5.0 Whakamāramatanga

Term	Description
Abuse	For the purposes of this Tikanga Whakahaere, emotional, physical, and or sexual abuse.
Child Abuse	The harming (whether physically, emotionally or sexually), ill-treatment, abuse, neglect or deprivation of any child or young person.
Child Protection	Activities carried out to ensure that children and young people are safe in cases where there is suspected abuse and/or neglect or are at risk of abuse and/or neglect.
Child protection concerns	For the purposes of this Tikanga Whakahaere, includes suspected, disclosed or actual abuse, neglect, self-harm, suicidal ideation and suicide attempts.
Disclosure	For the purposes of this Tikanga Whakahaere, information given to a person by a young person, parent or caregiver or a third party in relation to abuse and/or neglect.
Emotional Abuse	For the purposes of this Tikanga Whakahaere, the persistent emotional ill treatment of a child or young person. This can include a pattern of rejecting, degrading, ignoring, isolating, corrupting, exploiting or terrorising a child. It may also include age or developmentally inappropriate expectations being imposed on children. It also includes seeing or hearing the ill treatment of others (i.e. Family Harm / Family Violence).
Kaimahi	All persons employed by, seconded to, volunterring to, and authorised contractors of Te Wānanga o Aotearoa.
Line Manager	The person who a kaimahi directly reports to and had direct influence over an individuals employment through decisions and recommendations related to such matters as assessment of performance, salary, budget and discipline.
Neglect	For the purposes of this Tikanga Whakahaere, the persistent failure to meet the basic physical and/or psychological needs of a child or young person causing long term serious harm to their health or development. It may also include neglect of their basic or emotional needs.
Police	New Zealand Police, the agency responsible for responding to situations where a child is in immediate danger. They also work with Oranga Tamariki in child protection work and investigating cases of abuse and/or neglect where an offence may have occurred.
Oranga Tamariki	Oranga Tamariki—Ministry for Children, the agency responsible for investigating and responding suspected abuse and/or neglect and for providing care and protection for children found to be in need.
Physical Abuse	For the purposes of this Tikanga Whakahaere, a non-accidental act on a child or young person that results in physical harm.
Rangatahi	For the purposes of this Tikanga Whakahaere, rangatahi means a person aged 14 years up to the age of 18 years; but does not include any person who is or has been married or in a civil union.

Term	Description
Self-harm	For the purposes of this Tikanga Whakahaere, the intentional, direct injuring of body tissue, done without suicidal intentions. The most common forms of self-harm are cutting, burning, scratching and hitting body parts.
Serious threat	For the purposes of this Tikanga Whakahaere, significant likelihood of exposure to harm.
Sexual Abuse	For the purposes of this Tikanga Whakahaere, an act involving circumstances of indecency with, or sexual violation of, a child or young person, or using a child in the making of sexual imaging.
Suicidal ideation	For the purposes of this Tikanga Whakahaere, suicidal thoughts, or thinking about or having an unusual preoccupation with suicide. The range of suicidal ideation varies greatly from fleeting thoughts, to extensive thoughts, to detailed planning, role playing, and incomplete attempts, which may be deliberately constructed to not complete or to be discovered, or may be fully intended to result in death, but the individual survives.
Suicidal attempt(s)	For the purposes of this Tikanga Whakahaere, where a person tries, but is not successful in, their attempt to take their own life.
Tamariki	For the purposes of this Tikanga Whakahaere, a person under the age of 14 years.
Tauira	All persons currently enrolled in Te Wānanga o Aotearoa programmes and courses.

6.0 Ngā Hononga

Related tikanga ā kaupapa / tikanga whakahaere:

- Tikanga Ako
- Health and Safety Policy
- Employment Relationships Policy
- Whakaurunga o ngā kaimahi: Recruitment, Selection, Appointment & Induction Policy
- Protected Disclosures Policy

Related tikanga here:

- Mana Whaiaro
- Police Vetting Process
- Manuhiri and Tamariki On-site Procedure

Related documents:

- Health Information Privacy Code 1994
- Programmes and Marau documents relating to tauira aged 17 years and younger, and any programme that is affected by the Children's Act 2014 e.g. BBSW
- Youth Workers Code of Ethics – Ara Taiohi