

CHILD PROTECTION POLICY

PURPOSE

To protect the safety and well-being of children and young people.

SCOPE

This policy applies to:

- All staff within SYOSS
- All volunteers within SYOSS
- All Trust Board members

DEFINITIONS

- A child is any person under the age of 17 years and is not married or in a civil union.
- Child abuse is the harming, ill-treatment, abuse, neglect, or deprivation of any child or young person.

PRINCIPLES

- Child abuse and neglect can take many forms. While there are different definitions and categories of abuse, the important thing for staff to consider is the overall well-being and risk of harm to the child.
- SYOSS is a mandatory reporting organisation.
- SYOSS staff should feel enabled to act on suspected abuse and/or neglect when the patterns of symptoms are present.

POLICY

- All staff have a responsibility to discuss any child protection or well-being concerns with their manager.
- The manager has a responsibility to ensure all authorities (Police, Oranga Tamariki) are notified when a staff member informs them that a child has been or is likely to or is suspected of being abused or neglected. This extends to ensuring all known information about the child, young person and their siblings and family/whanau is shared with that authority to determine the response.
- Where a third party has advised of the abuse, that person is encouraged to report the information to the authorities. The staff member advised will ensure this has been done by following up. If the third party does not report the information to the authorities, SYOSS will

notify the appropriate authority (Police, Oranga Tamariki) of the information received by the third party.

- Where the allegation of abuse involves a staff member SYOSS has a dual responsibility i.e., to the employee and to the child. SYOSS will follow its human resources policies and procedures with respect to the staff member and consult with the Police to ensure that any action taken does not undermine any investigation being conducted by the Police.
- If a staff member is under investigation and resigns, the investigation will continue to its completion.

REFERENCE POLICIES

- Family Violence policy

Chairperson:  Date: 17/5/18

Date Approved: 17 May 2018	Review Date: May 2021
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