

## **NZCF Safety of Children and Young People Policy**

### **Purpose**

NZCF is committed to ensuring the safety and wellbeing of children and young people participating in our events.

This document outlines the NZCF policy on providing a safe environment at events where children and young people are participants.

### **Scope**

This policy applies to all NZCF staff (including contractors and volunteers) who are engaged in an NZCF event involving children and young people. Staff are expected to be familiar with this policy and to abide by it.

### **Policy Principles**

- NZCF will promote the safety and well-being of participants at its activities by taking all reasonable steps to provide and maintain an environment that is physically, socially, culturally and emotionally safe.
- NZCF will ensure that all staff understand their role insofar as it relates to the safety of children and young people and are supported in taking appropriate action in response to any incident that might negatively impact the safety of a child or young person.
- NZCF will comply with relevant legislative responsibilities.
- NZCF is committed to promoting a culture where staff are confident that they can constructively raise issues of concern about the safety or wellbeing of a participant at an NZCF event.

### **Staff recruitment**

- NZCF staff cannot be involved in an event including children or young people if they have a conviction for violence, sexual offences or offences against children.
- All current staff on whom NZCF relies to deliver its events have undergone, or are undergoing, Ministry of Justice vetting. Before engaging any new staff, NZCF will check whether they have any convictions that would prevent them being involved at an event where they would have direct contact with students. This will include a Ministry of Justice check, requiring consent and a copy of identification verification, and may include reference checks and an interview.

**Confidentiality and information sharing**

Information may only be shared insofar as reasonably required to keep participants safe. If abuse or suspected abuse is reported or investigated, or there is an accident or other health and safety issue, communication with those involved or affected should be via the event co-ordinator or NZCF management.

**Relevant Legislation**

- Education and Training Act 2020
- Oranga Tamariki Act 1989 / Children's and Young People's Well-being Act 1989
- Children's Act 2014
- Privacy Act 2020
- Health and Safety at Work Act 2015

**Review**

This policy will be reviewed at least every two years.

Next required policy review date: April 2023.