

Young Person Protection Policy

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Person responsible: Ignite Sport Board

Introduction

Ensuring the safety and wellbeing of young people is a fundamental aspect of all the services provided by Ignite Sport. Abusive behaviour is based on the misuse of power in human relationships and negates the dignity and autonomy of its victims.

Ignite Sport is committed to addressing all forms of abuse and neglect, in order to prevent it from recurring. Ignite Sport also aims to reduce *all forms* of abuse through worker checks at recruitment; worker training on this topic; workers observing the Ignite Sport Code of Ethics and by ensuring workers follow the process outlined in this document if they become aware of any situation where abuse, neglect or maltreatment may be happening.

The wellbeing of the young person will be the paramount consideration when any action is taken in response to suspected abuse or neglect. Their safety and wellbeing will be at the centre of all decision-making, and we recognise the rights of the young person to participate in that decision-making process as appropriate.

Ignite Sport commits to support the statutory agencies (Oranga Tamariki and the Police) to investigate abuse and neglect cases and will report suspected cases and concerns to these agencies as per the process set out in this policy.

This policy has been informed by the Children's Action Plan in relation to the Children Act 2014.

Purpose

The purpose of this document is to outline Ignite Sport's position on abuse & neglect and to outline the process a worker needs to follow if they become aware of any potential abuse or neglect. Training will give further guidance to staff and volunteers on how to identify and respond to concerns about the wellbeing of a young person, including possible abuse or neglect. This will help keep workers safe while doing their job and help keep young people/children safe.

This policy also provides some guidelines on the hiring of new staff/engaging of volunteers and engaging of contractors/sub-contractors in conjunction with our staff engagement policy.

Policy

Ignite Sport has a duty of care to provide a safe workplace. Ignite Sport accepts and acts on its duty of care and will select and train staff in accordance with the requirements in the Children's Act 2014 so that any allegations of abuse are reported and investigated.

All incidences of abuse will be dealt with promptly, thoroughly, and fairly.

Complaints will be treated in confidence, and where confidentiality cannot be guaranteed this will be clearly indicated to the complainant. All parties will be treated with respect.

The person against whom the allegation is made has the right to natural justice (the right to know what is alleged against them, the right to put their case in reply, and the right for any decision to be made by an impartial decision-maker).