

Child Protection Policy

Policy Effective: June 2016

Policy Last Reviewed: June 2024

Policy Next Review: June 2027 (or with change in legislation)

Responsibility: General Manager Operations



kia tau
YOUR EXPERTS
IN DISPUTE
RESOLUTION



Contents

1. Purpose	3
This policy applies to:	3
Responsibility:	3
Publication and Policy Review:	3
2. Policy	4
Key Principles	4
Definitions	4
3. Identifying and Reporting Child Abuse and Neglect	7
Identifying Potential Abuse or Neglect:	7
Responding to Disclosures by Tamariki	7
Determine Immediate Risk	8
Disclosures about Harm to Others	8
Disclosures from Tamariki about Harm they are Causing:	9
Reporting Child Abuse and Neglect	9
How to record and notify Oranga Tamariki of suspected Child Abuse or Neglect:	10
Responding to other Concerns:	12
Prevention of Child Abuse and Neglect:	12
Allegations against Staff Members or Contractors:	12
4. Other Policy Statements	13
Regulatory Requirements	13
Training:	13
Confidentiality and Information Sharing:	13
Appendix 1	14
Roles and Responsibilities in relation to the Child Protection Policy:	14
Appendix 2	16
Potential Indicators of Child Abuse	16
Appendix 3	21
Report of Concern Process Workflow	21
Appendix 4	21
Report of Concern template	21

1. Purpose

The purpose of this child protection policy is to embed a culture of child protection that consistently safeguards and promotes the safety and well-being of all tamariki (child/children) by encouraging early identification and referral of tamariki at risk of abuse and/or neglect.

Fair Way supports the Children's Action Plan implemented under the Vulnerable Children Act 2014 and notes that Fair Way supplies children's services as defined by s 15(1) through its Family Dispute Resolution (FDR) service. Fair Way also provides other services to adults living in households with tamariki.

This policy applies to:

- All staff and contractors of Fair Way

Responsibility:

- Operations Managers are responsible for ensuring their staff understand and adhere to this policy.
- All Operations Managers are responsible for contracted or approved services and are required to assess their service providers to ensure that they understand the requirement to follow this child protection policy.

Publication and Policy Review:

- This policy was updated by Jamie Godfrey in June 2024.
- It has been published on Fair Way's website and can be found [here](#)
- Under the Vulnerable Children Act 2014 Fair Way is required to review this child protection policy every three years. The next review will be in June 2027, or with any change in legislation.

2. Policy

This policy sets out how Fair Way will ensure the safety and wellbeing of tamariki.

Key Principles

- We make the safety and wellbeing of tamariki our priority and put tamariki at the centre of all decision-making when responding to suspected abuse and/or neglect.
- All tamariki, regardless of their age, gender, race religion, political beliefs, physical or mental health, sexual orientation, whānau (family) or social background and culture, economic status, or criminal background have a fundamental right to protection from all forms of harm, abuse, and exploitation.
- We recognise the importance of the whānau and their right to participate in decision making about their tamariki unless this would result in an increased risk to the tamariki.
- Child protection is everybody's responsibility. All staff and contractors will know they will be supported by Fair Way to report suspected child abuse and/or neglect to Oranga Tamariki and/or the Police.

Definitions

The following definitions apply to this policy:

- **The Act** – the Vulnerable Children Act 2014 which was part of a series of comprehensive measures brought in to protect and improve the wellbeing of tamariki.
- **Child abuse** – the harming (whether physically, emotionally, or sexually), ill – treatment, neglect, or deprivation of any tamariki. It can involve ongoing, repeated, or persistent abuse or may arise from a single incident.
- **Child protection** – activities carried out to make sure tamariki are safe where there is confirmed or suspected abuse and/or neglect or the risk of abuse and/or neglect.
- **Children's services** – any of the following:
 - a. services provided to one or more tamariki.
 - b. services provided to adults in respect of one or more tamariki.
 - c. services – prescribed in regulations made under the Act provided to adults living in households that include one or more tamariki and, that do or may affect significantly any one or more aspects of the safety and wellbeing of those tamariki.
- **Children's workers** – people who work with tamariki or who have regular contact with tamariki as part of their roles.
 - **Child Specialist** – person employed by Fair Way to ensure tamariki can fully participate in the FDR process and share their views about decisions that have an impact on them and their care arrangements.
 - **Contractor** – people engaged by Fair Way to perform services under a contract for services. Contractors are self-employed and earn an income by invoicing Fair Way for their services.

- **Designated person for child protection** – the Senior Manager with responsibility for ensuring Fair Way meets its obligations with respect to section 16 of the Vulnerable Children Act 2014.
- **Disclosure** – information about abuse and/or neglect that is given to a staff member or contractor by a tamariki, parent, caregiver or a third party.
- **Emotional abuse** – any act or omission that results in adverse or impaired psychological, social, intellectual, and emotional functioning or development. This can include:
 - patterns of isolation, degradation, constant criticism, or negative comparison to others, as well as isolating, corrupting, exploiting, or terrorising a tamariki
 - exposure to family / whānau or intimate partner violence.
- **Family/Whānau Violence** – covers a broad range of controlling behaviours, commonly of a physical, sexual and/or psychological nature that typically involve fear, intimidation, or emotional deprivation. It occurs within a variety of close interpersonal relationships, such as between partners, parents and siblings, and in relationships where significant others are not part of the physical household but are part of the whānau and/or are fulfilling the function of whānau.
- **Intimate partner violence** – is a subset of family/whānau violence. Intimate partner violence includes physical abuse, sexual violence, psychological/emotional abuse, economic abuse, intimidation, harassment, damage to property and threats of physical and/or sexual abuse towards a current or former intimate partner.
- **Neglect** – a persistent failure to meet the basic needs of tamariki. Neglect can be:
 - physical (not providing the necessities of life, like a warm home, food, and clothing).
 - emotional (not providing comfort, attention, and love).
 - neglectful supervision (leaving tamariki without someone safe looking after them).
 - medical neglect (not taking care of health needs).
 - educational neglect (allowing chronic truancy, not enrolling the tamariki in education or not paying attention to their educational needs).
- **New Zealand Police** – the agency responsible for responding to situations where a tamariki is in immediate danger and for working with Oranga Tamariki in child protection work, including investigating cases of abuse and/or neglect where an offence may have occurred.
- **Oranga Tamariki** – the agency responsible for investigating and responding to suspected abuse and/or neglect and for providing statutory response to tamariki found to be in need of care and protection.
- **Physical abuse** – any acts that may result in physical harm of tamariki. It can be, but is not limited to: bruising, cutting, hitting, beating, biting, burning, causing abrasions, strangulation, suffocation, drowning, poisoning and fabricated or induced illness.
- **Report of Concern/Notification** – Information provided to Oranga Tamariki and/or Police that outlines the safety and/or wellbeing concerns someone has for a tamariki.
- **Sexual abuse** – any acts that involve forcing or enticing tamariki to take part in sexual activities, whether or not they are aware of what is happening. Sexual abuse can be, but is not limited to:

- contact abuse: touching breasts, genital/anal fondling, masturbation, oral sex, penetrative or non-penetrative contact with the anus or genitals, encouraging tamariki to perform such acts on the perpetrator or another, involvement of tamariki in the production of child sexual abuse imagery or child prostitution.
- non-contact abuse: exhibitionism, voyeurism, exposure to pornographic or sexual imagery, inappropriate photography, depictions of sexual or suggestive behaviours or comments or exposing tamariki to the sexual behaviour of others.
- **Staff** – means all persons employed or engaged in paid positions by Fair Way.
- **Tamariki** – any person under 18 years who is not married or in a civil union or a Regular Force member of the New Zealand Armed Forces.
- **Voice of Child** – a person contracted by Fair Way to seek the views and experiences from tamariki in the context of a dispute between the FDR parties and communicate the views and experiences of tamariki in the FDR process.

3. Identifying and Reporting Child Abuse and Neglect

Identifying Potential Abuse or Neglect

Staff and contractors need to be aware of the indicators of potential abuse and/or neglect. Each situation is different, and staff and contractors must look at all the available information about a tamariki and their environment before reaching conclusions and seek advice before deciding what to do next. *See Appendix 2 for potential indicators of child abuse.*

Responding to Disclosures by Tamariki

Child Specialists and Voice of Child are considered children's workers under Vulnerable Children's Act 2014 and are the only practitioners at Fair Way that have any direct contact with tamariki for the purpose of enabling tamariki to participate in Family Dispute Resolution.

If a tamariki makes a disclosure of child abuse to either a Child Specialist or Voice of Child, the Child Specialist or Voice of Child must:

- Stay calm.
- Listen and hear.
- Give time for the tamariki to say what they want.
- Reassure the tamariki that they were right to tell.
- Tell the tamariki that they are being taken seriously and that they are not to blame.
- Explain to the tamariki that they must tell someone what they have told them as soon as they are aware that the tamariki is making a disclosure.
- Give an age-appropriate explanation to the tamariki about what they can expect to happen next.
- Record in writing as soon as possible using the exact words the tamariki used where possible.
- Notify their Line manager of their concerns.

Child Specialists and Voice of Child must not:

- Make the tamariki repeat the story unnecessarily.
- Promise to keep secrets.
- Enquire about the details of the alleged abuse.
- Ask leading questions.

Determine Immediate Risk

When a tamariki makes a disclosure of abuse it is important that a Child Specialist or Voice of Child determine whether that tamariki is at any immediate risk while also not interviewing them about their experiences. The following is a list of questions a Child Specialist or Voice of Child could ask a tamariki following a disclosure of abuse to help determine whether they are at immediate risk of harm.

Contact with person who has caused the harm (if unknown)

- When was the last time you saw (insert name)?

Severity of harm

- Has (insert name) ever done anything else like that to you?

Frequency of harm

- When was the very last time (insert name) did that to you?
- About how many times all together has (insert name) done that to you?

If anyone else is being harmed

- Have you ever seen (insert name) do that to anybody else? If yes, who?

Protective factors

- Have you ever told anybody about the things that (insert name) has done to you? If so, who was that person, and what did they do?

Disclosures about Harm to Others

If a tamariki tells a Child Specialist or Voice of Child about concerns they have for another tamariki the Child Specialist or Voice of Child Specialist needs to gather information about the identity of that tamariki, the person who is harming them and their relationship to the tamariki who is being harmed. It is also important to gather information about the nature of the harm without asking questions about the detail of the behaviour/s, and to ask tamariki whether the person being harmed is at immediate risk.

Questions that could be asked are:

- How do you know (insert name)?
- What is their full name?
- Where does (insert name) live? Do you know the street name and number?
- Tell me what you know about how (insert name) is being hurt?
- What do you know about the person who hurt them? Do they live together?
- Do you know when (insert name) was hurt by this person and if it is still happening?

Disclosures from Tamariki about Harm they are Causing

There may be a situation when a tamariki discloses that they are the ones who are causing harm to another tamariki. In this scenario the Child Specialist or Voice of Child Specialist also needs to gather as much information as they can about the identity of that tamariki and their safety.

Questions that could be asked are:

- How do you know (insert name)?
- What is their full name?
- Where does (insert name) live? Do you know the street name and number?
- What did you do to (insert name)?
- Are you in contact with (insert name)?

Reporting Child Abuse and Neglect

Fair Way expects that staff and contractors will proactively respond to all instances of suspected abuse and/or neglect. This will be done at the first possible opportunity to best ensure the safety and wellbeing of tamariki.

The severity of the suspected abuse and/or neglect is not up to the staff member, contractor, or Line Manager to determine. To fully support our people, Fair Way has introduced a Triage Panel to assess and determine the next actions for any concern of suspected child abuse and/or neglect. The Triage Panel consists of the person who has the concern or received a notification, their Line Manager, the Operation Manager Family Services (or GM Operations Manager as an alternate), Head of Practice and one Child Specialist.

In consultation with their Line Manager, staff and contractors should always respond as follows:

If the tamariki/rangatahi is in immediate danger, staff or contractors should notify the Police on 111.

Line Managers have a responsibility to ensure that the triage panel assess any concerns a staff member or contractor has when advised there is a concern that a tamariki is at risk of harm. The Triage Panel has the responsibility to determine the outcome and ensure that all known information about the tamariki, their siblings and whānau, is shared in full with the appropriate authority, to determine the most appropriate response. The Line Manager must delegate this responsibility during times of absence and ensure that their staff are aware of the delegation.

Where a third party has advised a staff member or contractor of concerns they have for tamariki that person should be encouraged to report the concerns to Oranga Tamariki and/or Police. The staff member or contractor who has received this information should also discuss these concerns with the Triage Panel to consider whether Fair Way should also make a report of concern.

How to record and notify Oranga Tamariki of suspected Child Abuse or Neglect:

What process to follow	Example	Key considerations
<p>Immediate recording of concern or notification</p>	<p>Formally record:</p> <ul style="list-style-type: none"> • Anything said and by who. • The date, time, location, and the names of any parties relevant. • Factual concerns or observations that have led to the suspicion of abuse and/or neglect. • The action taken by Fair Way. • Any other information that may be relevant. 	<p>Relevant information can inform future actions.</p>
<p>Decision-making at Triage Panel</p>	<p>Discuss any concerns with the Triage Panel who will consider the information and determine next steps. This will include whether a report of concern needs to be made to Oranga Tamariki or Police and if so, whether the caregivers and/or guardians should be notified that this form of action is going to be taken before the report of concern is made.</p>	<p>No decision should be made in isolation.</p> <p>Consideration must be given to the immediate safety of tamariki or any other person when determining whether caregivers and/or guardians should be notified before a report of concern is made to Oranga Tamariki or Police. If there is any doubt advice should be sought from Oranga Tamariki or Police in the first instance.</p> <p>The Line manager of the staff member or contractor concerned for the tamariki is responsible for ensuring that the decisions made at the Triage Panel are followed through with by the person concerned.</p>

What process to follow	Example	Key considerations
<p>Notifying authorities</p>	<p>Notify Oranga Tamariki promptly if there is a concern that a tamariki has been or is likely to be abused and/or neglected.</p> <p>A phone call to the National Contact Centre (see below) is the preferred initial contact with Oranga Tamariki as this enables both parties to discuss the nature of the concerns and appropriate response options.</p> <p>Phone: 0508 Family (0505 326 459) Lines are open 24/7.</p> <p>All phone calls to Oranga Tamariki must then be followed up in writing via an email detailing the concerns for the tamariki involved. <u>See Appendix 4 for the Report of Concern template.</u></p> <p>Email: Oranga Tamariki at <u>contact@ot.govt.nz</u></p>	<p>Oranga Tamariki will:</p> <p>If required, make the final decision as to whether they want Fair Way to inform the parents or caregivers about the report of concern.</p> <p>Advise what, if any, immediate action may be appropriate, including referring the concern to the Police.</p>
<p>Following the advice of Oranga Tamariki</p>	<p>Oranga Tamariki's advice will include what, if any, immediate action may be appropriate, including referring the concern to the Police.</p>	<p>Oranga Tamariki is responsible for looking into the situation to find out what may be happening, or to put the whānau in touch with people in their community who can help.</p>
<p>Storing relevant information</p>	<p>Securely store:</p> <ul style="list-style-type: none"> • The Report of Concern and confirmation that the Report of Concern has been received by Oranga Tamariki and/or Police. • A record of any relevant discussions (including copies of correspondence, where appropriate). • A record of decisions made at Triage Panel and rationale as to why the decision(s) were made. • A record of advice received from Oranga Tamariki and/ or Police. 	<p>Records assist in identifying patterns and evidencing that appropriate action has been taken by Fair Way.</p>

Responding to other Concerns

Where concerns about a tamariki does not amount to suspicion of abuse and/or neglect it could be harmful to the wellbeing of that tamariki and their whānau to make a report of concern to Oranga Tamariki and/or Police. Instead, Fair Way should work in partnership with social service providers in their communities to identify and address the needs of tamariki and their whānau.

The services available in each community will vary and may include a range of government and non-government providers who will be able to help the tamariki and their whānau. You can contact your local Child Specialist for details about support services available in the local area where the tamariki lives.

Staff and contractors must get the consent of the caregivers and/or guardians of the tamariki before sharing any identifying information about the tamariki and their whānau with another agency or referring a tamariki and/or their whānau to another agency.

Prevention of Child Abuse and Neglect

Any adult or tamariki who engages in Family Dispute Resolution Services must be screened for family violence, drug and alcohol abuse, and child abuse.

All new staff members and contractors who have any direct contact with tamariki must undergo a Children's Worker Safety check before commencing their employment in accordance with the Vulnerable Children's Act 2014. These Children Safety Checks will be repeated every three years.

Staff and contractors can only have direct contact with tamariki without their caregiver and/or guardian being present if they have the signed consent of all caregivers and/or guardians unless permission has been given by the Operations Manager Family Services to meet with the tamariki with the consent of one caregiver and/or guardian only.

During any direct engagement with a tamariki, staff members or contractors must not use any form of physical abuse, restraint, seclusion, deprivation of liberty or freedom, or withhold or misuse any form of medication to manage or respond to any behaviour difficulties.

In the event of any behaviour difficulties by a tamariki the staff member or contractor must leave the room they are in with the tamariki and seek immediate assistance from their parent, guardian, caregiver, or other. Staff members and contractors must also report incident to their Line Manager and to the caregivers and/or guardians of the tamariki (if they have not already).

Allegations against Staff Members or Contractors

Any allegation of abuse and/or neglect made against a staff member or contractor must always be escalated to that persons Line Manager. Unless there is corroborating evidence of a very high probative value (for example, a direct witness or video evidence) proving that the allegation is entirely unfounded or vexatious, then it must be referred to Oranga Tamariki and/or Police.

In this instance, the staff member or contractor must always be advised that a Report of Concern has been made unless Fair Way has been advised not to inform that person by Oranga Tamariki or Police.

During any investigation into allegations of abuse and/or neglect, staff members and contractors must always be restricted from having any further contact with tamariki as part of their role until the investigation has been concluded and further advice has been obtained by Oranga Tamariki or Police.

Staff members and contractors must always be encouraged to seek legal advice and support if they are subject to an investigation and will be supported by Fair Way to have access to this support and advice.

Fair Way commits to not use 'settlement agreements', where these are contrary to a culture of child protection. Some settlement agreements allow a staff member to agree to resign provided that no disciplinary action is taken, and a future reference is agreed. Where the conduct is an issue concerning the safety or wellbeing of a tamariki, use of such agreements is contrary to Fair Ways culture of child protection.

4. Other Policy Statements

Regulatory Requirements

The Vulnerable Children Act 2014 requires Fair Way to:

- Adopt, make available, and regularly review a child protection policy, if Fair Way provides or becomes a provider of children's services.
- Make sure that contractors and service providers funded by Fair Way to provide children's services adopt and regularly review a child protection policy.
- Report annually on whether and to what extent Fair Way has adopted and implemented a child protection policy, and whether contracts and funding arrangements have complied with requirements regarding child protection policies.

Training

All Managers will ensure staff and contractors have appropriate training in Child Protection:

- As part of their induction, new staff and contractors are required to read this policy.
- All existing staff and contractors will attend training on the principles and processes in this policy.
- Staff or contractors who have direct contact with tamariki as part of their role must understand how to identify and report child abuse and/or neglect. These staff or contractors must receive training when they start their role and then at least every three years.

Confidentiality and Information Sharing

Fair Way recognises that all staff and contractors must act within the legal requirements of the Privacy Act and Oranga Tamariki Act and all other relevant legislation. There are provisions within these Acts for sharing information needed to protect tamariki.

Under Privacy Act 2020 providing information for the purposes of protection of tamariki is not a breach of confidentiality. Principal 11 of the Privacy Act 2020 states sharing of personal information is allowed if "disclosure of the information is necessary to avoid endangering someone's health or safety" and "is necessary to uphold or enforce the law".

Sections 15 and 16 of the Oranga Tamariki Act 1989 states that any person who believes that a tamariki has been, or is likely to be, harmed physically, emotionally, or sexually ill-treated, abused, neglected, or deprived may report the matter to Oranga Tamariki or Police and, provided the report is made in good faith, no civil, criminal or disciplinary proceedings may be brought against them.

Appendix 1

Roles and Responsibilities in relation to the Child Protection Policy

Role	Responsibilities
<p>Chief Executive – responsibility for Fair Way meeting its obligations under the Vulnerable Children Act.</p>	<p>Must satisfy him/herself that Fair Way is meeting its obligations under section 16 of the Vulnerable Children Act including:</p> <ul style="list-style-type: none"> • The implementation of the Child Protection Policy (responsibility for components of the policy are distributed through Fair Way as noted below). • The Child Protection Policy is reviewed, updated, and published. • Contracted children’s services (as defined in the Vulnerable Children Act) are required to have in place child protection policies. • Annual reporting requirements are met. <p>Provides support and advice to Managers in relation to application and interpretation of the policy.</p> <p>Seeks approval from the Board and promotes the policy.</p>
<p>General Manager Operations</p>	<p>Is ultimately the designated person for child protection within Fair Way.</p>
<p>Triage Panel – staff member or contractor who has the concern, their Line Manager, Operations Manager Family Services (or GM Operations), Head of Practice, and one Child Specialist.</p>	<p>Ultimately responsible to decide on the what the actions are to be undertaken with each individual concern.</p>
<p>General Manager Operations, Operations Managers</p>	<p>Ensure staff and contractors:</p> <ul style="list-style-type: none"> • understand and adhere to this policy. • are aware of the principles and processes in this policy. • who have contact with tamariki as part of their role, understand how to identify and report child abuse and/or neglect (trained on induction and at least every three years). • Escalates concerns to the designated person for child protection about the application or interpretation of the policy.
<p>General Manager, Operations Managers</p>	<p>Responsible for contracted or approved services, assess and ensure service providers are following this policy.</p>

All Fair Way Staff	<p>Understand and adhere to this policy.</p> <p>Be aware of the principles and processes in this policy.</p> <p>If they have contact with tamariki as part of their job or manage staff who have contact with tamariki, understand how to identify, and report child abuse and neglect (trained on induction and every three years).</p>
Operations Manager - Family Services	<p>Develop and update training and awareness material to implement this policy.</p>

Appendix 2

Potential Indicators of Child Abuse

Indicators are signs or symptoms that, when found either on their own or in various combinations, point to possible abuse, family violence or neglect. In many cases, indicators are found in combinations or clusters.

Indicators do not necessarily prove or mean that a tamariki has been harmed. Indicators are clues that alert us that abuse may have occurred and that a tamariki may require help or protection. However, they are not conclusive evidence of abuse and may have other explanations e.g. an accidental injury. There may also be instances of abuse where there are no obvious indicators.

It is the responsibility of Oranga Tamariki and Police to conduct an assessment or investigation, as may be necessary or desirable, to determine whether a tamariki has been or is likely to be harmed through abuse or neglect. Fair Way staff and contractors are required to be aware of, and be able to identify, the potential indicators.

Below is a list of some (but not all) indicators of child abuse and family violence.

Physical abuse

Physical indicators (often unexplained or inconsistent with explanation given):

- bruises and welts
- cuts and abrasions
- burns
- fractures and dislocations - particularly in very young tamariki
- multiple fractures at different stages of healing.

Behavioural indicators:

- gives inconsistent or vague explanations regarding injuries
- is wary of adults or a particular person
- vacant stare or frozen watchfulness
- cringes or flinches if touched unexpectedly
- may be extremely compliant and eager to please
- dresses inappropriately to hide bruising or injuries
- runs away from home or is afraid to go home
- may regress (e.g. bedwetting)
- may indicate general sadness
- could have vision or hearing delay
- is violent to other tamariki or animals.

Caregiver indicators:

- gives inconsistent or vague explanations regarding injuries
- may appear unconcerned about the wellbeing of the tamariki
- may state the tamariki is prone to injuries or lies about how they occur
- delays seeking medical attention
- may take the tamariki to multiple medical appointments and seek medical treatment without an obvious need.

Sexual abuse**Physical indicators:**

- unusual or excessive itching or pain in the genital or anal area
- stained or bloody underclothing
- bruises or bleeding in the genital or anal area
- blood in urine or stools
- sexually transmitted infections
- pregnancy
- urinary tract infections
- discomfort in sitting or fidgeting as unable to sit comfortably.

Behavioural indicators:

- concerning sexualised behaviour or language (outside the developmental norm)
- sophisticated or unusual sexual knowledge
- refuses to go home (or to a specific person's home) for no apparent reason
- fear of a certain person
- depression or anxiety
- withdrawal or aggression
- self-destructive behaviour
- overly compliant and eager to please
- extreme attention seeking behaviours or extreme inhibition
- dresses inappropriately to hide bruising or injuries, or in a non-age appropriate or provocative manner
- compulsive behaviours
- vacant stare or frozen watchfulness
- cringes or flinches if touched unexpectedly
- runs away from home or is afraid to go home
- may regress (e.g. bedwetting)
- may indicate general sadness.

Caregiver indicators:

- may be unusually overprotective of the tamariki
- accuses the tamariki of being sexually provocative
- misuses alcohol or drugs
- invades privacy (e.g. interrupting a tamariki during dressing or in the bathroom)
- may favour the tamariki who has been harmed over other tamariki
- may polarise the tamariki from the other parent/caregiver.

Emotional abuse**Physical indicators:**

- bed wetting or bed soiling with no medical cause
- frequent psychosomatic complaints (e.g. headaches and nausea)
- pale and emaciated
- prolonged vomiting or diarrhea
- malnutrition
- dressed differently to other tamariki in the whānau.

Behavioural indicators:

- severe developmental delays with obvious physical cause
- depression or anxiety
- withdrawal or aggression
- self-destructive behaviour
- overly compliant
- extreme attention seeking behaviours or extreme inhibition
- running away from home or avoiding attendance at school
- poor sleeping patterns
- anti-social behaviours
- lack of self-esteem
- obsessive.

Caregiver indicators:

- labels the tamariki as inferior or publicly humiliates them (e.g. name calling)
- treats the tamariki differently from siblings or peers in ways that suggest dislike
- actively refuses to help the tamariki
- threatens the tamariki with physical harm or death
- locks the tamariki in a closet or room for extended periods of time
- teaches or reinforces criminal behaviour
- withholds physical and verbal affection

- keeps the tamariki at home in the role of servant or to surrogate parent
- has unrealistic expectations of the tamariki
- involves the tamariki in adult issues such as separation or disputes to the extent that it is having a significant impact on the emotional wellbeing of the tamariki
- exposes tamariki to situations of arguing and violence in the home.

Neglect

Physical indicators:

- dressed inappropriately for the season or the weather
- often extremely dirty and unwashed
- severe nappy rash or other persistent skin disorders
- inadequately supervised or left unattended frequently or for long periods
- may be left in the care of an inappropriate adult
- does not receive adequate medical or dental care
- malnourished - this can be both underweight or overweight
- lacks adequate shelter.

Behavioural indicators:

- severe developmental delays without an obvious physical cause
- lack of attachment to parents or caregivers
- indiscriminate attachment to other adults
- poor school attendance and performance
- demanding of affection and attention
- engages in risk taking behaviour such as drug and alcohol abuse
- poor social skills
- no understanding of basic hygiene
- stealing basic items such as food, school supplies or clothing.

Caregiver indicators:

- puts their own needs ahead of the needs of the tamariki
- fails to provide the basic needs of the tamariki
- demonstrates little or no interest in the life of the tamariki
- leaves the tamariki alone or inappropriately supervised
- drug and alcohol use
- is depressed.

Intimate partner violence

Tamariki may also be negatively impacted by adult-to-adult intimate partner violence, which includes physical and/or sexual violence, threats to harm people, pets or property and causes whānau members to live in fear. Where there is intimate partner violence, tamariki are affected, either emotionally or physically, even if they are not personally injured or physically present.

Indicators in a tamariki exposed to an environment where intimate partner violence occurs:

- physical injuries consistent with the indicators of physical abuse
- absenteeism from school
- bullying or aggressive behaviour
- complaints of headaches or stomach aches with no apparent medical reason
- talking about or describing violent behaviours
- hypervigilance
- falling asleep in class.

Indicators a victim of intimate partner violence:

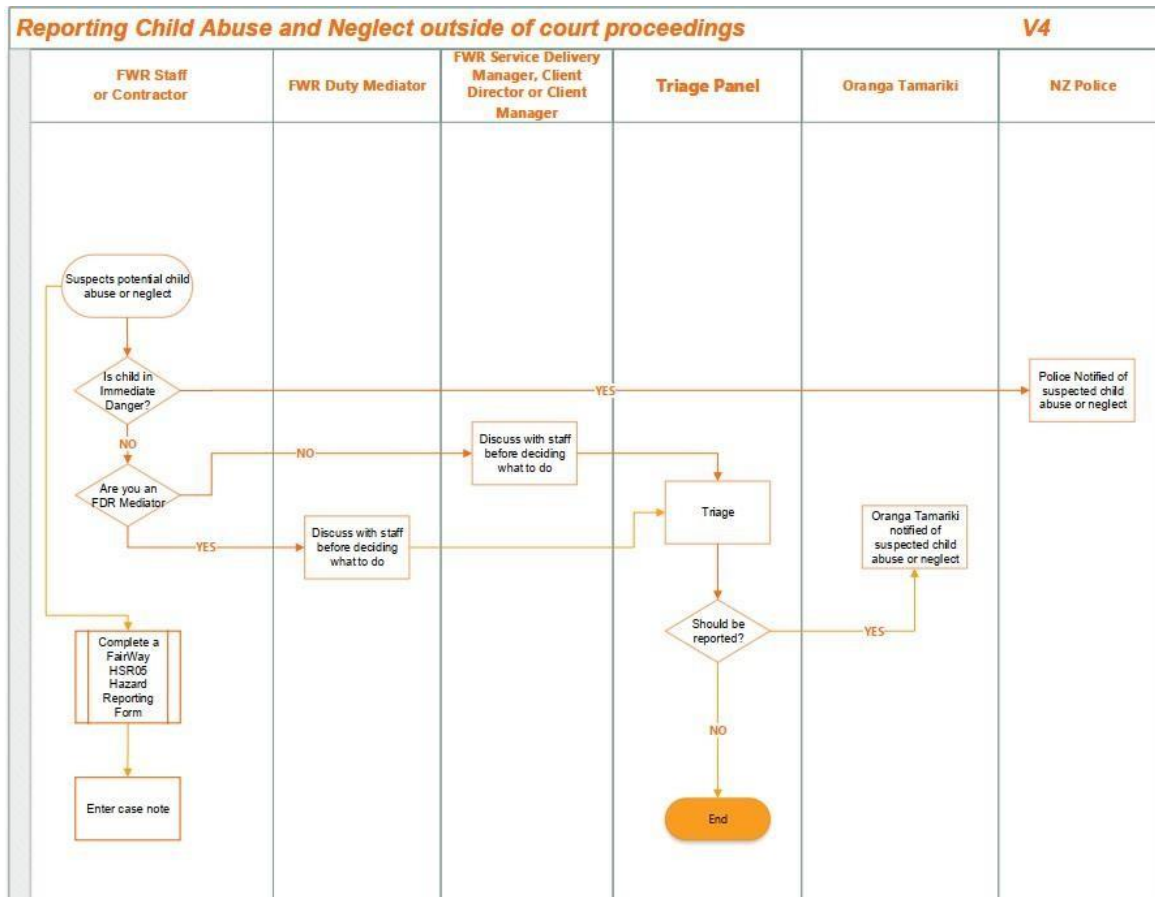
- physical injuries including bruising to chest and abdomen, scratches, black eyes, broken bones etc
- depression and anxiety
- inconsistent explanations for injuries
- fearful and submissive
- isolation
- unexplained cancellations of appointments.

Indicators in the perpetrator of intimate partner violence

- isolates and controls partner and tamariki
- threatens and uses aggressive and physical abuse towards partner and tamariki
- minimises and denies own behaviour
- blames the victim for their own behaviour
- excessively charming
- easily enraged
- misogynistic attitudes and beliefs
- stand-over tactics and menacing looks
- dominating and manipulative
- lies and misrepresents situations
- expects unswerving obedience and respect
- extremely oppositional and unable to compromise.

Appendix 3

Report of Concern Process Workflow



Appendix 4

Report of Concern template

A template Report of Concern to Oranga Tamariki - Ministry for Children is available to view and download [here](#).