



NEW ZEALAND POWERLIFTING UNITED

# CHILD AND YOUTH RISK MANAGEMENT STRATEGY POLICY

Developed 12 FEBRUARY, 2025

## LEGISLATIVE REQUIREMENTS

This Strategy, along with the associated policies, procedures and guidelines, complies with the Children's Act 2014 and Oranga Tamariki Act 1989, which outline the legal requirements for child safety, including safety checking and vetting of people in child-related roles. These laws require a child risk management strategy for any organisation providing services or activities involving children. This document sets out the NZPU:

1. Commitment to creating a safe and supportive environment for all children and young people who access services - directly and indirectly.
2. Code of Conduct for interacting with children.
3. Procedures for recruiting, selecting, training and managing staff and volunteers.
4. Procedures for handling disclosures or suspicions of harm.
5. Plan for managing breaches of this Risk Management Strategy.
6. Policies for compliance with the requirements of Working with Children in New Zealand.
7. Risk management plans for high-risk activities and special events.
8. Strategies for communication and support.

## 1. STATEMENT OF COMMITMENT

NZPU is committed to providing a safe, fair, inclusive, and competitive environment for children and young people. We promote child-safe and child-friendly spaces through:

- Upholding the rules and spirit of powerlifting;
- Respecting all participants and preventing discrimination, bullying, and harassment;
- Prioritising the safety and wellbeing of children;
- Supporting opportunities for youth participation in every aspect of our sport.

## 2. CODE OF CONDUCT

NZPU requires high standards of conduct for all persons involved with our competitions, events and programs. This includes:

- Members - Coaches and referees
- Volunteers and staff
- Parents, sponsors, and spectators

Our values:

- Respect and fairness in all interactions;
- Zero tolerance for abuse or harassment;
- Active efforts to support child participation and empowerment;
- Maintaining integrity in sport and leadership.

### **3. RECRUITMENT, SELECTION, TRAINING, AND MANAGEMENT**

NZPU enforces child-safe recruitment practices as required by the Children's Act 2014. This includes: - Identity verification;

- Police vetting;
- Reference checks;
- Assessment of suitability for working with children.

All Meet Directors, Referees, and volunteers in roles with child access must provide proof of vetting and meet NZPU documentation standards. Management is responsible for ensuring all safety and legal standards are met and maintained.

These procedures are backed by:

- NZPU Code of Conduct
- NZPU Privacy Policy
- Meet Director Contracts and Safeguarding Agreements

### **4. HANDLING DISCLOSURES OR SUSPICIONS OF HARM**

Harm is defined in the Oranga Tamariki Act 1989 as any detrimental effect on a child's wellbeing, whether physical, emotional or psychological. It includes:

- Abuse (physical, emotional, sexual)
- Neglect
- Exposure to violence or exploitation Types of concern:
- Disclosure of harm (someone tells you) - Suspicion of harm (you observe or suspect harm)

Steps to take:

- Listen without judgment or interrogation
- Reassure the child they've done the right thing
- Document the concern clearly - Contact NZPU immediately at [Info@NZPU.org](mailto:Info@NZPU.org)
- If immediate danger, call Police (111) or Oranga Tamariki (0508 326 459)

### **5. MANAGING BREACHES OF THE RISK MANAGEMENT STRATEGY**

A breach is any action or inaction that violates this strategy or undermines the safety and wellbeing of children.

Examples of breaches:

- Failing to report harm
- Appointing someone who hasn't been vetted
- Violating the Code of Conduct - Withholding changes to criminal history

Consequences:

- Investigation by NZPU
- Disciplinary action including removal, suspension, or banning
- Referral to child protection authorities if required All breaches are recorded and reviewed by NZPU management.

## **RESPONSIBILITIES AND DELEGATIONS**

The NZPU President and Executive team are responsible for:

- Policy enforcement and education
- Handling reports and managing investigations
- Keeping up-to-date records of staff/volunteer vetting
- Ensuring all relevant stakeholders are trained and informed

Contact NZPU for concerns or reporting breaches at [Info@NZPU.org](mailto:Info@NZPU.org)

## **MITIGATING RISK**

NZPU proactively identifies and manages risks via the NZPU Child and Youth Risk Register.

This includes:

- Identifying risks in competitions, travel, and coaching
- Establishing mitigation strategies
- Training and monitoring

High-risk situations receive extra oversight and documentation. Risk planning is reviewed annually.