



## CHILD AND YOUTH RISK MANAGEMENT STRATEGY

# WORKING WITH CHILDREN POLICY

Effective Date: MARCH 2025

Contact Email: [info@nzpu.org](mailto:info@nzpu.org)

### 1. PURPOSE

New Zealand Powerlifting United (NZPU) is committed to the safety, wellbeing, and protection of children and youth from harm. This policy outlines NZPU's approach to working with children and youth and should be read in conjunction with broader NZPU strategies.

The purpose of this policy is to:

- Maintain a safe environment within NZPU for Working with Children (WWC);
- Support a child-safe culture in alignment with the Children's Act 2014;
- Ensure NZPU empowers stakeholders to meet obligations through respectful, supportive, and collaborative engagement with children;
- Ensure NZPU has appropriate safeguards in place for all minors engaged with NZPU;
- Maintain oversight of all NZPU-sanctioned competitions and events with an integrated child protection framework.

### 2. SCOPE

This policy applies to all individuals participating in or operating in a paid or unpaid/voluntary capacity with NZPU, including:

- Individual members
- Coaches
- Staff (employees, volunteers, contractors)
- Parents, guardians, spectators, and sponsors
- Any person who has agreed to be bound by NZPU policies

This policy must be read alongside relevant New Zealand legislation, including:

- Children's Act 2014
- Oranga Tamariki Act 1989
- Vulnerable Children Act (repealed and incorporated into Children's Act)

### 3. GENERAL PRINCIPLES

NZPU has zero tolerance for child abuse. The organisation operates under the following principles:

- NZPU recognises and upholds the rights of the child, acting in their best interests.
- Child safety and wellbeing are embedded in NZPU's leadership and operations.

- Children are informed about their rights, involved in decisions that affect them, and listened to.
- Families and communities are included in promoting safety and wellbeing.
- Equity is upheld, and diverse needs are respected.
- People working with children are vetted, suitable, and trained.
- Complaint handling is child-focused.
- Staff and volunteers are trained in child safety awareness.
- NZPU's physical and online environments are designed to promote safety.
- Policy implementation is reviewed and improved regularly.
- Documentation reflects how NZPU ensures child safety at all levels.

#### **4. ROLES AND RESPONSIBILITIES**

President of NZPU:

Responsible for the strategic implementation of this policy and overall commitment to child safety.

NZPU Executive: Responsible for:

- Communicating policy and obligations to staff and volunteers;
- Maintaining WWC compliance through Police Vetting;
- Providing access to resources and training for anyone engaging with children.

#### **5. NZPU MEMBERS – RESPONSIBILITIES**

Before working with children, all members must:

- Identify and assess any child-related risks in activities and events;
- Complete a Children's Worker Safety Check if applicable under the Children's Act;
- Not be a Restricted Person (as defined below);
- Receive approval to engage in the activity from NZPU and ensure risk management practices are in place;
- Complete all required NZPU training modules and read the relevant policies.

#### **6. MONITORING, REVIEW, AND ASSURANCE**

NZPU is responsible for monitoring and reviewing this policy annually. Reviews will:

- Ensure alignment with evolving legislation and best practices;
- Update practices based on feedback and incident outcomes;
- Be documented and communicated to all relevant stakeholders.

#### **7. WORKING WITH CHILDREN CHECKS IN NEW ZEALAND**

Under the Children's Act 2014, NZPU must conduct Children's Worker Safety Checks for individuals performing "children's worker" roles.

These checks include:

1. identity verification
2. Police vetting through the New Zealand Police Vetting Service
3. Reference checks
4. Work history review
5. Risk assessment by NZPU
6. Rechecking every 3 years NZPU will notify individuals if their role requires vetting. All personal information will be stored and handled in accordance with the Privacy Act 2020.

## **8. APPLICATION PROCESS FOR POLICE VETTING**

To undergo vetting:

1. Contact NZPU at [Info@NZPU.org](mailto:Info@NZPU.org) to confirm eligibility and begin the process.
2. Complete a Consent to Disclosure and Police Vetting form.
3. Provide two forms of identification (e.g., Passport, Driver Licence, or Birth Certificate).
4. Undergo risk assessment by NZPU if required.
5. Await clearance confirmation before engaging with children.

## **9. DEFINITIONS**

**Child:** A person under the age of 18.

**Child-related work:** Paid or voluntary roles involving responsibility for or direct interaction with children.

**Children's Worker:** Any person undertaking work involving children as defined in the Children's Act 2014.

**Disclosure of Harm:** When someone, including a child, reveals that harm has happened, is happening, or is likely to happen.

**Harm:** Physical, psychological, or emotional damage, including abuse, neglect, or exploitation.

**Restricted Person:** Someone who:

- Has a disqualifying conviction;
- Is under Police investigation for child harm;
- Has been refused a Police Vet or child safety check clearance.

**Suspicion of Harm:** A reasonable suspicion that a child is at risk of significant harm.

**Volunteers:** Individuals who offer their time and skills without payment, under NZPU's direction.

**Staff:** Individuals employed by NZPU in any capacity (full-time, part-time, or casual).

## **10. CONTACT**

For questions or to begin the vetting process, please contact: New Zealand Powerlifting United

Email: [Info@NZPU.org](mailto:Info@NZPU.org) Website: [www.nzpu.org](http://www.nzpu.org)