



CHILD SAFETY AND PROTECTION POLICY

Coaches, Participants, Whanau, Officials, Contractors

Gisborne Boardriders Club ("GBC") wants to ensure the well being and health and safety for our younger participants under 18 years of age.

We make the safety and wellbeing of children and young people our primary concern. Children and young people have the right to be free from harm and abuse. They need to have a safe environment in order to participate in surfing. We want to take appropriate steps to educate our GBC coaches, volunteers and whanau in order to safeguard children by preventing any potential physical, sexual, emotional abuse or neglect of children.

GBC coaches, volunteers and whanau should feel confident to act upon and contact the appropriate authorities to safeguard or protect a child who is suffering from suspected abuse or neglect. This may require contacting [NZ Police](#) or making a referral to specialised child protection services such as [Oranga Tamariki](#) or expert local organisations like [Wellstop Te Tairāwhiti](#) that are trained to provide counselling advice.

To whom does this Policy apply to?

This policy applies to anyone who participates and provides services for GBC including volunteers. This includes, for example: Coaches, event participants and whanau, competition directors, MC's, beach marshalls, judges, photographers, videographers, and independent contractors or subcontractors.

1. CHILD SAFEGUARDING AND PROTECTION

GBC coaches, volunteers and supporting whanau will be respectful to children and remain within ethical boundaries when working with children and teenagers. GBC desires to maintain a safe environment that respects children's and teenagers wellbeing and safety. Safe alert process for coaches, whanau and participants to allow reporting to coaches and local law enforcement.

The following are examples of unacceptable behaviour:

- No verbal abuse
- No physical abuse
- No emotional abuse such as harassment, public or private shaming and victimisation
- No inappropriate texting, videos or social media posts
- No sexual misconduct

We recognise the importance of the family/whānau supporting their children in the events. The family will also be involved in any decision-making about their children, unless it is an urgent or serious matter that would result in an increased risk to the child's safety.

Investigation and Response

Any adverse events will be documented in an Incident Register and be investigated and discussed by the committee. Depending on severity of the adverse event will determine the urgency of the response.

For urgent and serious risk of adverse events the [NZ Police](#) and the GBC committee should be notified immediately. If suspected child abuse and neglect occurs we will also follow up with [NZ Police](#) or [Oranga Tamariki](#) (Ministry of Children).

For lower risk adverse events then the committee will review in their monthly committee meeting and discuss potential ways of reducing or mitigating the risk and any outcome or policy changes. The GBC President will contact the relevant parties involved and be transparent with decision making.

2. STAFF TRAINING

GBC Staff and Volunteers will be adequately informed about child safety before undertaking an event by the lead

www.gisborneboardriders.com
74 Grey Street, Gisborne 4010
Mobile: 022-4078987

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organiser. This will include discussing the importance of ethical behaviour when working with children and how to report breaches of conduct to the appropriate authorities and GBC Committee.

If any Code of Conduct breaches such as verbal abuse or harassment occurs. The staff member in question will be removed from their role and receive training and supervision until they display acceptable behaviour. If serious or urgent adverse event such as physical, emotional or sexual abuse occurs then they will be immediately terminated and the [NZ Police](#) will be notified of their conduct.

For coaches lastly it is important to be aware of your behaviour as a role model to others in the community. We expect that you work with children in an ethical and respectful manner and take the necessary steps to safeguard children or contact law enforcement or child wellbeing authorities with urgency.

As a condition of your agreement with GBC to provide your services, you are expected to acknowledge that you have received and read this Child Safety and Protection Policy and agree to abide by its provisions by signing below:

I agree to the Child Safety and Protection Policy _____

____/____/____

(Full name)

(signature)

(Date)

