



INTRODUCTION

Koru Services Ltd is determined, as far as reasonably possible, to protect the well-being and safety of children.

We will take active steps:

- to prevent child abuse
- to identify cases of actual or potential child abuse, and take appropriate action to deal with those situations.

Koru Services Ltd has responsibilities and obligations under the Children's Act 2014 and other legislation. We take these responsibilities and obligations very seriously.

This policy framework enables **Koru Services Ltd** and our staff* to respond appropriately whenever there are concerns relating to the safety of a child or children.

Each staff member has a role and a responsibility to protect the children in our care by identifying and responding to possible or actual instances of child abuse.

We are concerned for any child or children whom **Koru Services Ltd** or our staff encounter or know about. This includes the siblings of children who use our services, and the children of adults who use those services.

**Koru Services Ltd includes in its definition of staff anyone the organisation relies on to deliver its services. This includes caregivers, volunteers and contractors, members of governance and management committees, as well as paid staff members.*

POLICY

Koru Services Ltd will take active steps to prevent child abuse and to assist other agencies and authorities to investigate and deal with cases of child abuse. This is additional to our statutory obligations under the Children's Act 2014 and other legislation.

At all times, the interests of a child will be put ahead of those of any other individual or **Koru Services Ltd** itself.

RELEVANT PROCEDURE(S)

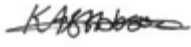
- HS03.01 Child Protection Procedure
- HS03.01a Child Protection Reporting Form

RELEVANT LAW

- Children's Act 2014
- Children's and Young People's Well-being Act 1989
- Oranga Tamariki Act 1989
- Family Violence Act 2018
- Employment Relations Act 2000
- Health and Safety at Work Act 2015
- Privacy Act 2020
- Victims' Rights Act 2002



**HEALTH & SAFETY
HR03. CHILD PROTECTION POLICY**

POLICY APPROVED BY	
EFFECTIVE DATE	02.11.2023
DATE OF NEXT POLICY REVIEW	02.11.2026
RESPONSIBLE FOR POLICY REVIEW	MANAGING DIRECTOR