



Child Protection Policy

Ratified by the 2020 AGM

Introduction

Sport can have a powerful and positive influence on young people. Not only can it provide opportunities for personal enjoyment and development, it can also help to develop valuable qualities such as self-esteem, leadership, teamwork and hopefully a lifelong passion for their chosen sport.

Terms

For the purposes of this Policy, *young person* refers to both children (a person under the age of 14 years) and persons of or over the age of 14 but under the age of 18.

Adult includes any person over 18 years whether a participant, athlete, instructor, coach, manager, selector, official, employee, or anyone operating in a voluntary capacity within NZCPA.

Abuse means the harming (whether physically, emotionally, or sexually), ill-treatment, abuse, neglect, or deprivation of any young person.

NZ Canoe Polo Ethos in relation to Young People

All young people should be treated in an equitable and fair manner irrespective of age, gender, religion, race, ability, social or ethnic background, or political persuasion, and have the right to protection at all times from abuse.

NZCPA is committed to ensuring that any child/ren involved in the organisation are encouraged to participate and compete in appropriate competitions. NZCPA encourages all clubs and schools to maintain the highest possible standards of behaviour and conduct in all activities, competitions and events involving its members.

All those involved in NZCPA are expected to respect the rights, dignity and worth of every person, treating everyone equally. In particular, they must be aware of the needs of young people and the need to maintain their well-being.

All those involved in NZCPA have a responsibility to ensure that every young person involved in canoe polo is able to participate in an enjoyable and safe environment and be protected from abuse.

Duty of Care

NZCPA are committed to ensuring that all canoe polo activities, whether recreational or competitive, organised under the auspices of NZCPA operate to the highest standards and in an environment that promotes safety, equality, and fairness.

NZCPA accepts that it has a duty of care to take all reasonable steps to ensure the safety of any person involved in canoe polo activities sanctioned by NZPCA and to support all individuals placed in a “duty of

care” situation through their involvement in the promotion, organisation, development or administration of canoe polo activities.

NZCPA has a risk assessment policy and template available for clubs to ensure they make every effort to minimise all risks involved at all participation levels within NZCPA sanctioned events.

All NZCPA volunteer staff - including instructors, coaches, selectors, managers, event organisers and clubs - should have a clear understanding of operating with an appropriate code of ethics, awareness of what their “duty of care” is, and how this duty relates to their position of being responsible for others.

The key principles underlying NZPCA’s Child Protection Policy are:

Responsibilities

NZCPA will:

1. Promote the health and welfare of young people by supporting appropriate opportunities for them to take part in canoe polo activities, whether these activities are recreational or competitive.
2. Respect and promote the rights and aspirations of young people.
3. Support procedures which:
 - a. recognise that adults have a duty of care to young people;
 - b. safeguard the well-being of young people; and
 - c. protect young people from poor practices.
4. Educate adults on best practices to safeguard and protect young people, promote their well-being, and protect adults from false allegations.
5. Require adults involved at NZCPA level to review and abide by the NZCPA Child Protection Policy.
6. Have the NZCPA Child Protection Policy form an integral component of the NZCPA Code of Conduct, Squad Guidelines, and other policies and procedures of the Association.
7. Aim to ensure that NZCPA sanctioned activities have a fun and safe environment in which young people are protected from abuse.
8. Respond to any allegations appropriately and in accordance with the principles of this Policy.
9. Review NZCPA’s Child Protection Policy on a regular basis.

Principles

The guidance given in the following procedures is based on the following principles:

1. An adult has a moral and statutory duty for the care, custody, and control of any young person under the age of 18 under their supervision.
2. A young person's welfare is paramount.
3. All young people involved in canoe polo, whether recreational or competitive, should expect protection from poor practices and abuse, whatever their age, culture, physical and mental capacity, gender, language, racial origin, religious belief and sexual identity.

4. All incidents of poor practice, suspicion of poor practice and allegation or suspicion of abuse, will be taken seriously and responded to swiftly and appropriately.
5. Every young person who takes part in canoe polo activities under the auspices of NZCPA should be able to do so in a fun and safe environment.
6. All young people should expect appropriate management and support with regard to their involvement in canoe polo.
7. It is the responsibility of statutory authorities to determine if serious abuse has taken place, but it is everyone's responsibility to report concerns of such abuse.
8. Confidentiality should be upheld in line with data protection legislation.
9. All those involved in the management of young people involved in canoe polo have a duty to ensure that children are:
 - a. allowed access to canoe polo in a way that is appropriate for their age and ability;
 - b. instructed or coached by skilled instructors and coaches;
 - c. not subject to training and competition of a nature and intensity exceeding their physical and emotional capacity;
 - d. not subjected to physical, verbal or racial abuse from any source;
 - e. not subjected to bullying or undue pressure from any source; and
 - f. encouraged to achieve their full potential at all levels.

Review

The NZCPA Child Protection Policy will be regularly reviewed:

1. in accordance with changes in legislation and guidance on the protection of young people or changes within the NZCPA;
2. following any issues or concerns about the protection of young people within NZCPA; or
3. at least biennially.

Assent

All individuals whether a participant, athlete, coach, manager, official, employee, or anyone operating in a voluntary or professional capacity within NZCPA agree to abide by the NZCPA's Child Protection Policy. All such individuals, by virtue of their involvement in canoe polo run under the auspices of NZCPA, are deemed to have assented to and understood the principles and responsibilities embodied in this Child Protection Policy and NZCPA's Code of Conduct and other appropriate policies.