



NASC Providers Meeting

4th December 2014



Background: the sad reality

- Between seven and 10 children are killed each year by someone who is supposed to be caring for them.
- 148 209 care and protection notifications were made to Child, Youth and Family, in year to 30 June 2013
- 21 778 substantiated child abuse
 - 5 104 cases of neglect
 - 3 190 cases of physical abuse
 - 1 412 cases of sexual abuse
 - 12 072 cases of emotional abuse
- 3,844 New Zealand children in out-of-home state care

Background: taking action

The Green Paper



Almost 10,000 submissions received on the Green Paper for Vulnerable Children - from children, young people, frontline workers, NGOs and other organisations.

The White Paper



The White Paper for Vulnerable Children is based on these submissions. It contains Government's decisions on what changes are needed to protect children from harm.

The Children's Action Plan



The Children's Action Plan was developed to implement the decisions made in the White Paper.



The White Paper for Vulnerable Children

The White Paper was released in October 2012. It is a programme of reforms designed to:

- Ensure that everyone understands and fulfils their responsibilities towards children
- Provide new tools to identify vulnerable children earlier
- Reinforce joint accountability and action across government
- Develop a new direction for sharing information
- Develop a new cross-agency Strategy for Children and Young People in Care
- Deliver a responsive children's workforce



Definition of Vulnerability

Vulnerable children are children who are at significant risk of harm to their wellbeing now and into the future as a consequence of the environment in which they are being raised and, in some cases, due to their own complex needs. Environmental factors that influence child vulnerability include not having their base emotional, physical, social, developmental and/or cultural needs met at home or in their wider community.

The White Paper for Vulnerable Children Volume 1, October 2012



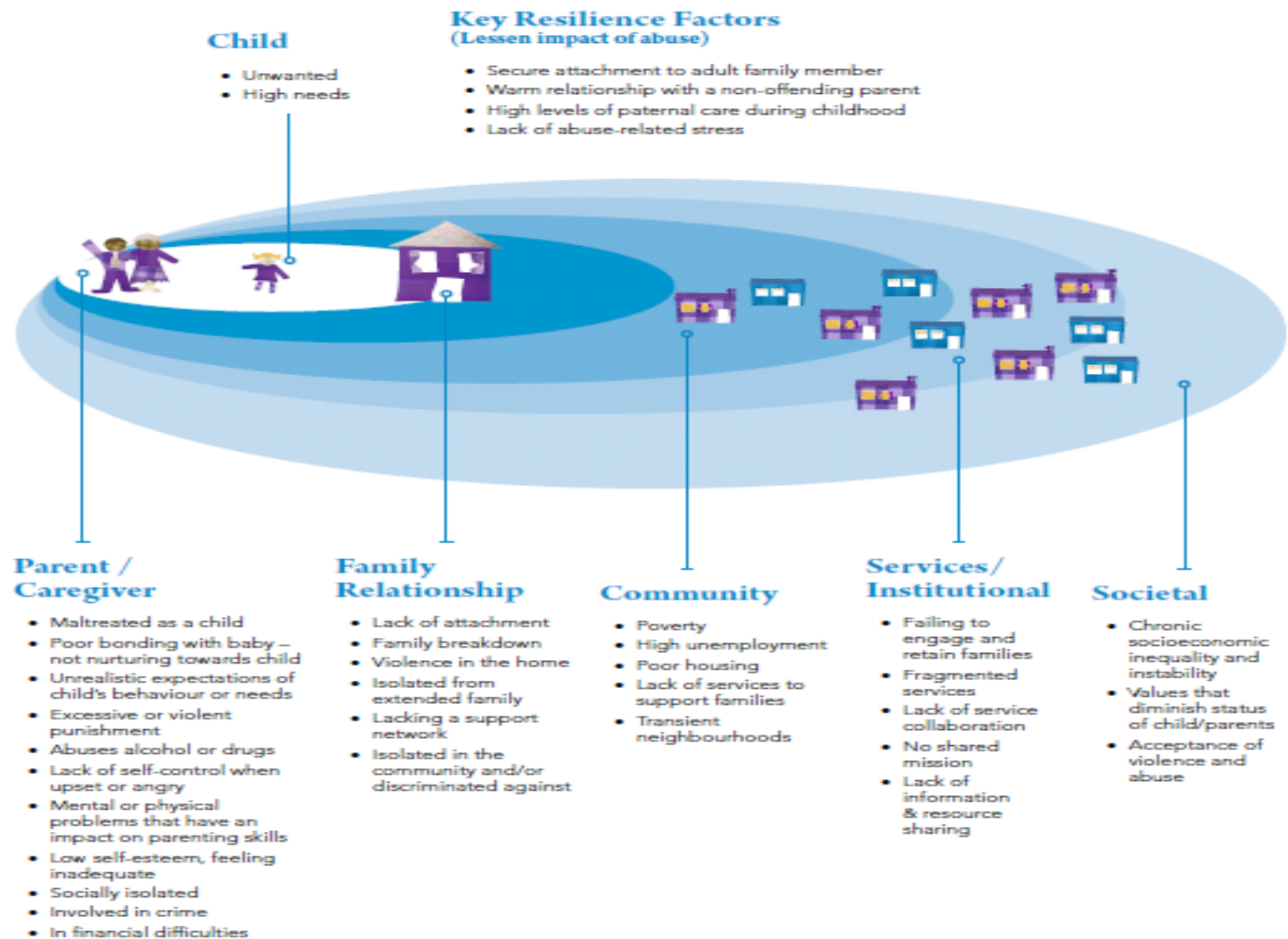
Vulnerability

The Children's Action Plan states that children, and families and whānau, move in and out of vulnerability at different times and as crises occur.

Research shows that:

- There are specific factors that make a child vulnerable
- Most vulnerable very young and at adolescence
- At any time 15% of children can be considered vulnerable

Factors Contributing To Vulnerability





Factors Contributing To Vulnerability

- Unsupported parents
- Minimal ante-natal care
- Young mother
- Mental ill health
- Substance abuse
- Family history of abuse
- SUDI factors
- Relationship problems
- Low income status
- Lack of resources
- Frequent moves
- Low parental educational achievement
- Child with disabilities

MSD: Family Start



Key elements of the Children's Action Plan

- Vulnerable Children's Act, 2014
- A set of core competencies across the workforce
- A children's workforce code of practice – child protection policies
- A set of best practice guidelines for safety checking
- A new and shared response
- High performing child protection services
- The "Hub"
- Vulnerable Kids Information System (ViKI)
- Children's Teams



Vulnerable Children Act, 2014

- Signals major change in the way vulnerable children are identified, protected and nurtured
- Introduces clear accountabilities and strong direction for the children's workforce
- Safety checking requirement
- Child protection policies for government funded children services
- Is the biggest change since the Children, Young Persons and Their Families Act was introduced in 1989



Developing Workforce

Essential elements of a 'safe and competent' workforce:

- Child Protection Policy
- Vetting and Screening Requirements
- Core Competencies



Vulnerable Children Act, 2014

Sections 16, 17 & 18: Organisations, DHB and School boards to adopt and require child protection policies.

Every organisation, DHB and school must:

- Have a child protection policy
- Ensure this policy is available online and in hard copy
- Ensure anyone they have a contract with has a child protection policy
- Review their policy within three years of its first adoption



Vulnerable Children Act, 2014

Sections 25 & 26: Safety checks on new and existing employees.

*A specified organisation must not employ or engage a person as a children's worker without ensuring that a safety check of the person that complies with **section 31** is completed*

Section 31: Safety checks. These must include:

- Confirmation of identity
- Risk assessment regarding safety to work with children



Vetting and Screening Guidelines

Best Practice Guidelines for Vetting and Screening include:

- Verification of Identity
- Police Check
- Formal Interview
- References
- Verification of Qualifications and Registration



Core Competencies

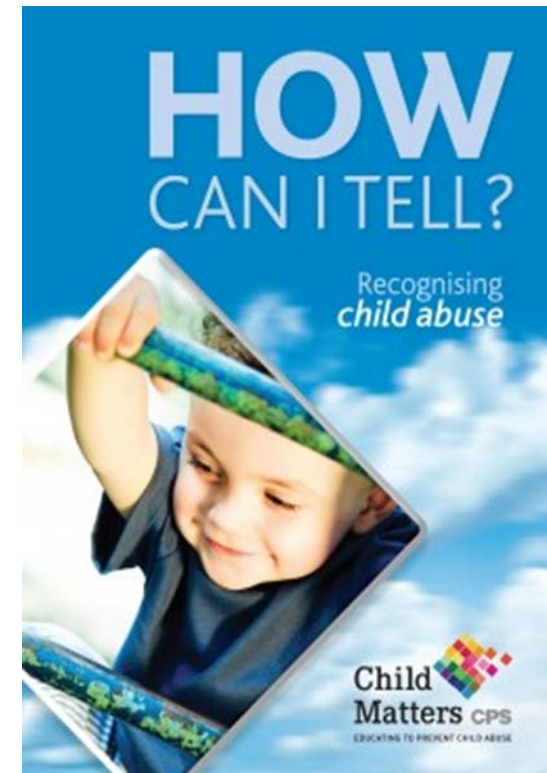
Currently three interim core competencies have been identified:

- *Engagement with Children, Family and Whānau*
- *Working Together or Connectedness*
- *Identifying and Responding to Vulnerability*



Questions to consider

- Who needs training?
- How often should training be refreshed?
- Do different people need different levels of training?
- What should training cover?
 - Identifying abuse
 - Responding to a disclosure of abuse
 - Reporting concerns





What does this mean for organisations and practice?

- How well prepared are you at both a policy and practice level to identify and respond to child abuse?
- Do you have an effective child protection policy?
- Have you and/or your staff completed any child protection training?
- How does your organisation protect children?
- Do you have a Designated Person for Child Protection?



What does this mean for your organisation and practice?

- How well do the assessment tools used in your work place context protect children?
- How well do you know the range of services in your area that can help prevent children being abused?
- Are supervision processes covering child safety aspects?
- Safe Working Practices guidance



Our Purpose

To make sure that every child flourishes in an environment safe from all abuse





Child Protection Studies DIPLOMA

- Recommended for managers, frontline staff, policy writers
- NZ's only child advocacy training at this level
- NZQA accredited

Child Protection Studies PROGRAMME

- Recommended for frontline staff
- Comprehensive training
- NZQA accredited

Child Protection Studies WORKSHOPS

- Recommended for frontline staff
- Introductory level






Policy Advisory Service

Stage 1 – Organisational Health Check

Stage 2 – Plan and Prepare

Stage 3 – Develop and Implement

Stage 4 – Monitor and Review



“There can be no
keener revelation
of a society's soul
than the way in
which it treats its
children”



Nelson Mandela