

NZC **GAME ON** **RESOURCE**

POLICE VETTING **& IDENTIFYING** **CHILD ABUSE**

September 2019
V1.2



6.4— Police Vetting & Identifying Child Abuse

INTRODUCTION

Cricket is New Zealand's main summer sport. It is a unique sport that blends individual performance into an exciting team game. It is played at competitive and social levels and is enjoyed by a significant number of New Zealanders of all ages, genders, cultures and abilities.

'Coaches are playing an increasingly important and diverse role in sport and the community globally. They are engaging with a broader range of participants who place significantly greater demands on them, whether working with novice children or elite players. They are not only expected to coach the sport technically and tactically but to coach and develop the person physically, emotionally, socially and cognitively' - International Council for Coaching Excellence.

Coaches are central to the sport, in many ways they are the sport. They are the people who kids listen to, learn from and respect'. A great coach can inspire the hearts and minds of kids to want to train and compete in sport. Coaches have the satisfying challenge of not only teaching players individual skills and the rules and strategies of the game, but also instilling in them appropriate values, attitudes and a sense of the game's etiquette and traditions.

The NZC Development Course E-Manual has been established to assist coaches of youth and secondary school players in their quest to develop their coaching knowledge and ability which will aid their player's development. Development coaches have a very important role to play in the development of young cricketers in New Zealand and it is hoped that this manual will be a useful resource.

NZC acknowledges the critical role that all coaches play in player enjoyment and retention and values the positive contribution coaches bring to the game. Coaches make a real difference.

POLICE VETTING

From 2018/2019 it is compulsory that all junior and youth coaches who have regular or overnight contact with children and youth are Police Vetted.

Regular or Overnight Contact means the person has contact (other than merely incidental contact) with a child or children:

- overnight; or
- at least once each week; or
- on at least 4 days each month.

NZC wishes to emphasise this is not an attempt to identify or disqualify individuals with minor or irrelevant criminal records, either current or historic. On the contrary, the initiative is based on creating safer and more secure cricketing environments for both the children and vulnerable adults who might be involved, and for those charged with upholding a duty of care and responsibility – ie: NZC, MAs, DAs and clubs.



**"THE INITIATIVE
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IDENTIFYING CHILD ABUSE

Children and Vulnerable Adults can be exposed to many forms of abuse, whether it be physical, sexual, emotional or neglect. All of these should be treated seriously and can occur anywhere.



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PHYSICAL ABUSE

Physical abuse is a non-accidental act on a child or vulnerable adult that results in physical harm. This may include;

- Beating, hitting, shaking
- Deliberately using something to strike, intimidate, prod (bat, ball, stumps...)
- Biting
- Burns
- Strangulation (which may not leave marks)

SEXUAL ABUSE

Sexual abuse is any act or acts that result in the sexual exploitation of a child or young person, whether consensual or not. Sexual abuse does not always have to involve physical force or touching. For example, it may involve showing a child sexually explicit material, sending inappropriate text messages, or asking for nude photos. Some signs to look out for include;

- Age inappropriate sexual play or interest
- Sexually explicit drawings and descriptions
- Fear or reluctance to spend time with a certain person or in a certain place
- Reluctance to shower or get changed with others

EMOTIONAL ABUSE

Emotional abuse is any act or omission that results in impaired psychological, social, intellectual, and or emotional functioning and development of a child or young person. Types of emotional abuse include;

- Continued criticism
- Humiliation
- Threats
- Inappropriate expectations
- Rejection, isolation or oppressions

NEGLECT

Any act or omission that results in impaired physical functioning, injury, and/or development of a child or young person. Neglect consists of;

- Physical neglect
- Neglectful supervision
- Emotional neglect
- Medical neglect
- Educational neglect
- Abandonment

SUSPICIONS OF ABUSE

Suspicions may be disclosed by a child or young person through verbal, behavioural, art work and relationships with others. When dealing with disclosure of child abuse ensure;

- Stay calm, be patient, keep voice low and gentle
- Don't question extensively
- Don't be too quick to fill silences
- Thank the child for telling you and say that you are there to help them
- Do not promise confidentiality
- Do not panic

WHAT IF I AM WRONG?

Under the law any person who believes that a child has been, or is likely to be harmed, may report the matter to the Ministry for Vulnerable Children Oranga Tamariki (MVCOT) on 0508 326 459 or the Police. Provided the report is made in good faith, no civil, criminal or disciplinary proceedings may be brought against them.

REPORTING SUSPECTED ABUSE

NZC appreciates that the appropriate method for reporting suspected child abuse may depend on the specific circumstances. However, as a general rule, the following steps ought to be taken in reporting suspected child abuse to the Statutory Authorities:

01

Observe and note dates, times, locations and contexts in which the incident occurred or suspicion was aroused, together with any other relevant information.

Reporting template can be found here: <https://www.nzc.nz/media/10359/welfare-of-children-vulnerable-adults-roc-form.pdf>

02

Where there are reasonable grounds for concern, report the matter as soon as possible to the Designated Person with responsibility for reporting abuse. If the Designated Person has reasonable grounds for believing that the Child has been abused or is at risk of abuse, s/he will make a report to the Ministry for Vulnerable Children to investigate and assess suspected or actual child abuse.

03

In cases of emergency, for example, where a Child appears to be at immediate and serious risk and/or the Designated Person is unable to contact a duty social worker, the Police should be contacted. Under no circumstances should a Child be left in a dangerous situation pending intervention by the Statutory Authorities.

04

If the Designated Person is unsure whether reasonable grounds for concern exist, s/he can informally consult with the relevant Statutory Authority. S/he will be advised whether or not the matter requires a formal report.

05

A Designated Person reporting suspected or actual child abuse to the Statutory Authorities should consider whether to first inform the family of their intention to make such a report. NZC does not recommend informing the family in circumstances where the parent or caregiver is the alleged perpetrator and where doing so may endanger the child, the Designated Person or others, or undermine an investigation.

06

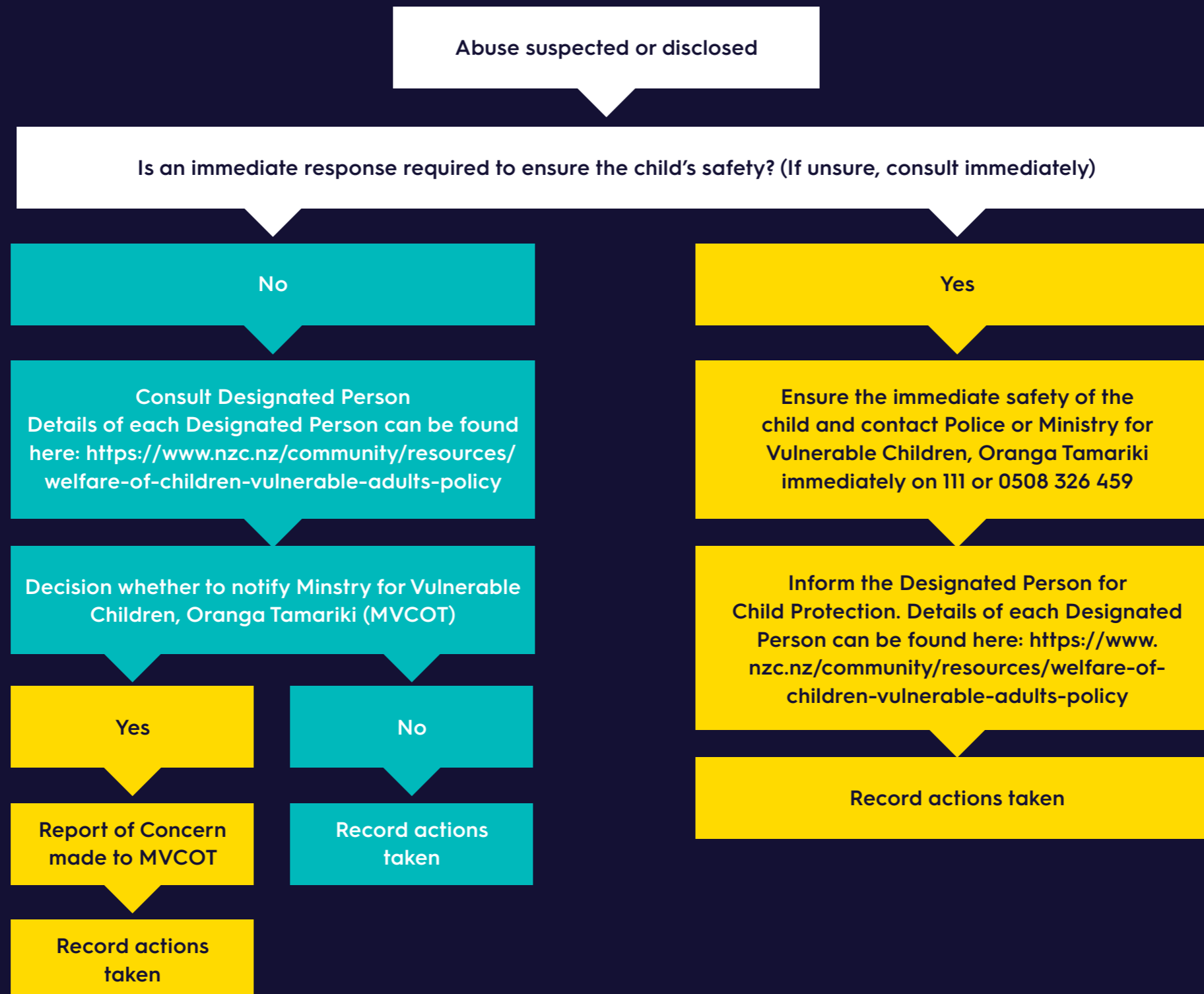
In instances where the Designated Person finds that s/he does not have reasonable grounds for reporting a concern to the Statutory Authorities, the person who raised the concern should be given a clear statement by the Designated Person of the reasons why s/he is not taking action. The person should be advised that if they remain concerned about the situation, they are free to consult with, or report to, the Statutory Authorities themselves.

07

The Designated Person should update the CEO/Chairman/General Manager of their organisation in relation to each report made to him or her and his or her decision in relation to each report (i.e. whether or not it has been reported to a Statutory Authority). The Designated Person may also consult with the CEO/Chairman/General Manager of their organisation if they are unsure about the appropriate action to take in any particular situation.

Designated Person Contact Details can be found here <https://www.nzc.nz/media/10580/designated-persons-contact-details.pdf>

WELFARE OF CHILDREN & VULNERABLE ADULTS REPORTING FLOWCHART



COACHES

Coaches are, in so many ways the sport. They are the people children listen to, learn from and respect. A network of appropriately qualified coaches will assist in creating a safe environment and improve the coaching capability to inspire the hearts and minds of children and young people.

From 2018/2019 all coaches must possess a coaching qualification relevant to the level they are coaching. For more information visit <https://www.nzc.nz/community/coaches-corner>

POLICE VETTING

From 2018/2019 it is compulsory that all junior and youth coaches who have regular or overnight contact with children and youth are Police vetted.

Regular or Overnight Contact means the person has contact (other than merely incidental contact) with a child or children:

- overnight; or
- at least once each week; or
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POLICE VETTING PROCESS

Do I need to be Police vetted?

If you have regular or overnight contact with children and vulnerable adults (overnight, at least once a week, or four days each month) then you need to be Police vetted.



How do I submit a Police vet?

When coaches register on NZCs online database their information is downloaded by NZC and sent to the NZ Police for vetting. Please visit [here](#) to complete your registration.



What do i do now?

If there are any concerns, you will be contacted by NZC to discuss your result. You will be given an opportunity to appeal that result if you wish to do so.



I have been Police vetted elsewhere

You will still need to carry out a new Police vetting as coaches are required to submit a new Police vet as part of the NZC policy.



I am a school coach, what do I do?

Schools will have their own Child Protection policy that may include Police vetting of volunteers. Best to check with your school for the best approach.

When do i need to get Police vetted again?

You need to be Police vetted every three years. You will be notified when you need to renew your Police vet.

POLICE VETTING FAQs

The following Police vetting FAQs have been developed to help you during your Police vetting process.



When coaches register on NZC's online database their information is downloaded by NZC and sent to NZ Police for vetting

WHO NEEDS TO BE POLICE VETTED?

All volunteers who have regular or overnight contact with children and vulnerable adults.

Regular or Overnight Contact means the person has contact (other than merely incidental contact) with a child or children:

- overnight, or
- at least once each week, or
- on at least 4 days each month

HOW DO COACHES SUBMIT THEIR POLICE VETS?

When coaches register on NZC's online database their information is downloaded by NZC and sent to the NZ Police for vetting. Please visit [here](#) to complete your registration.

I HAVE A MINOR/IRRELEVANT OFFENCES(S), WILL THESE BE USED TO DETERMINE MY SUITABILITY TO VOLUNTEER?

No, NZC wishes to emphasise this is not an attempt to identify or disqualify individuals with minor or irrelevant criminal records. NZC filters results against the following criteria:

- Murder
- Sexual Offences
- Indecency Offences resulting in imprisonment
- Kidnapping
- Offences connected to child prostitution
- Possession or publication of child pornography
- Assault and/or violence towards a child
- Assault or violence towards a spouse or partner
- Possession of drugs for supply resulting in imprisonment
- Recidivist drink driving resulting in imprisonment
- Any other serious offence resulting in imprisonment for over 2 years

IF A COACH HAS BEEN VETTED BY ANOTHER ORGANISATION DOES HE/SHE STILL NEED TO SUBMIT ANOTHER POLICE VET AS PART OF THE NZC POLICY?

Yes, all volunteer coaches are required to submit a new Police vet as part of the NZC policy.

ARE SCHOOL COACHES CAPTURED UNDER THE NZC POLICY?

No, Schools will have their own Child Protection policy that may include Police vetting of volunteers.

WHAT INFORMATION IS RELEASED IN MY POLICE VET?

The New Zealand Police may release any information they hold if relevant to the purpose of this vetting request. This includes:

- Conviction history and infringement/demerit reports
- Active charges and warrants to arrest
- Charges that did not result in a conviction including those that were acquitted, discharged without conviction, diverted, or withdrawn
- Any interaction I have had with New Zealand Police considered relevant to the role being vetted, including investigations that did not result in prosecution
- Information regarding family violence where I was the victim, offender or witness to an incident or offence, primarily in cases where the role being vetted takes place in a home environment where exposure to physical or verbal violence could place vulnerable persons at emotional or physical risk
- Information subject to name suppression where that information is necessary to the purpose of the vet

POLICE VETTING FAQs

The following Police vetting FAQs have been developed to help you during your Police vetting process.

HOW OFTEN DO I NEED TO BE POLICE VETTED?

Every three years. You will be notified when you need to renew your Police vet.

CAN I DISPUTE A VETTING RESULT RELEASED BY THE NZ POLICE?

Yes, you will need to email the name of the agency (New Zealand Cricket), your full name, date of birth, the date the vetting check was submitted (NZC to provide), and a description of the issue to qa.vetting@police.govt.nz

CAN I SEE A COPY OF MY POLICE VETTING RESULTS?

Yes, NZC can share a copy of our Police vetting results with you. Please contact coachsupport@nzc.nz

MY POLICE VET HAS RAISED SOME CONCERNS, WHAT HAPPENS NOW?

You will be contacted by NZC to discuss your result. You will be given an opportunity to appeal that result if you wish to do so. For information on the NZC Police vetting appeals process please contact coachsupport@nzc.nz



You will need to be Police vetted every three years. You will be notified when you need to renew your Police vet