Climbing New Zealand (CNZ)

Child Safeguarding Policy

Purpose

This Child Safeguarding Policy reflects CNZ's commitment to providing a safe experience and environment where children, young people and adults at risk are protected from abuse and harm that could or may happen at CNZ events, overseas events that athletes attend while representing New Zealand and other CNZ related activities.

Children, young people and adults at risk have the right to:

- take part in CNZ related events and activities and express their identity
- thrive in safe and supportive environments.

We will protect children, young people and adults at risk by

- requiring CNZ representatives and volunteers who have one on one contact with children and young people, without a parent or caregiver present to be Police Vet checked
- having safe and inclusive practices for children and adults at risk e.g. (taking and sharing images)
- appointing a safeguarding lead to oversee the requirements in this policy
- having a child protection policy to identify, report, and respond to child abuse, child sexual abuse and child neglect.

Who you can speak to:

If you are concerned about behaviour you see or suspect at any CNZ related events or activities, you can make a report under this policy either to:

- the CNZ President – president@climbing.nz
- the Sport Integrity Commission – sportintegrity.nz/make-a-complaint

Introduction

1. Children, young people and adults at risk have the right to:
    - take part in sport and recreation free from abuse and harm participate fully in cultural life and practices, and express their identity
    - thrive in safe and supportive environments
2. We will protect these rights by having standards of safeguarding and protection to ensure that CNZ related events, activities and environments are fair, inclusive, positive and safe.

3. **Safeguarding** means the actions we take to reduce the risk of harm to children and to promote their overall wellbeing.
4. **Protection** means the actions taken to respond when children are or may be experiencing harm, including from child abuse, child sexual abuse and child neglect.
5. We are committed to having a culture of safeguarding and protection in place, which goes beyond compliance. We acknowledge that a failure to take reasonable measures to safeguard children, young people and adults at risk involved in our sport is a threat to integrity and a breach of this policy.

What this policy does

6. This policy sets out what we will do to provide a safe experience and environment where children, young people and adults at risk are protected from harm that may happen inside or outside of our organisation. It also supports our child protection policy, and they should be read together.
7. The policy:
    - describes our commitment to a culture of safeguarding and protection
    - requires all volunteers and participants of CNZ events and activities to report any safety concerns about a child, young person or adult at risk
    - requires safety checks for specified persons
    - outlines safe practices that must be followed to protect children, young people and adults at risk
    - appoints a safeguarding lead person who is responsible for overseeing the obligations required by this policy
    - refers to our child protection policy that provides for how we will identify, report, and respond to suspected or real cases of child abuse, child sexual abuse and child neglect
    - gives effect to obligations contained in the Code of Integrity for Sport and Recreation (the Integrity Code) in relation to safeguarding.
8. This policy focuses on those persons working within CNZ's activities who will be working closely with children, young people and adults at risk. These people are known as **specified persons** and covers anyone who works in, volunteers for, or provides services to CNZ where such involvement:
    - may or does involve regular or overnight contact with children, young people or adults at risk; and
    - takes place without a parent or guardian of a child or young person being present; or
    - takes place with an adult at risk without the presence of another adult.
9. The other definitions relevant to this policy are listed at **Appendix 1**.

Who this policy applies to

10. This policy applies to the members, volunteers and contractors of CNZ as well as all participants involved in our wider events, activities and environments that we are responsible for. We will make sure everyone in this group is aware of this policy and knows that they have to follow it.

Te Tiriti o Waitangi

11. CNZ is committed to upholding the mana of Te Tiriti o Waitangi and the principles of partnership, protection and participation. This policy has been prepared in line with this commitment and its text and implementation is guided by the following values and principles.
    - Whanaungatanga: fostering positive relationships, connections and a sense of community between participants, particularly for people who are disadvantaged or at risk.
    - Manaakitanga: participants are treated, and treat each other, with dignity and respect.
    - Hauora: physical, psychological, spiritual, family and social wellbeing of participants and recognising sport and recreation should make a positive contribution to participants' wellbeing.
    - Haumarutanga: the importance of protecting the safety and wellbeing of participants, particularly when they are at risk.
    - Mokopunatanga: an emphasis on the wellbeing of children and young people and ensuring future generations thrive.
    - Pono: acting in a way that is trustworthy, honest and fair.
    - Utu and ea: reciprocity and opportunities for repairing harm done and restoring a state of balance.

Safety checks

12. Our responsibility is to provide a fair, inclusive, positive and safe environment. This means we do not allow people into, or remain in, roles at CNZ if we consider there is a risk to children, young people and adults at risk.
13. We require that specified persons are safety checked before they start their role or duties at CNZ. We may also conduct safety checks for others where we consider it appropriate.
14. A safety check includes:
    - verifying the person's identity
    - an interview to assess their suitability for the role
    - New Zealand Police vetting, or an official background/criminal record check through the Ministry of Justice
    - verifying the person's qualifications and experience
15. The safety check is re-done at least every three years.
16. A specified person is automatically disqualified from working with children, young people or adults at risk if they have been convicted of an offence under Schedule 2 of the Children's Act 2014.
17. If a safety check reveals convictions other than Schedule 2 offences, we will decide whether to engage the person based on the nature of the conviction, the nature of the role and the results of a due diligence process in relation to the person's background including reference checks.
18. We will also take into account any matter from the safety check we consider relevant to the person who is working with children, young people or adults at risk.

19. Our process for assessing background checks for a specified person working with children, young people or adults at risk, and assessing convictions other than Schedule 2 offences, is outlined at **Appendices 2 and 3**.

Safe practices

20. Building and establishing a safeguarding culture is critical to providing safe, fair and inclusive environments and experiences. It is at the heart of protecting children, young people and adults at risk from harm.
21. We have created safe practices that must be followed by everyone to protect children, young people and adults at risk, in the areas listed below.
22. We will raise awareness and understanding of these safe practices for Committee members, volunteers, contractors and participants through good communication and regular evaluation of their knowledge of safe practices.

Coaching, training and instructing

23. Where applicable, all coaches, trainers, instructors and anyone in a similar role for CNZ are required to provide a safe and positive environment and experience for children, young people and adults at risk that is inclusive and builds trust.
24. Where applicable, all coaches, trainers, instructors and anyone in a similar role for CNZ are expected to work to achieve a good understanding of what children, young people and adults at risk need to have a safe and positive experience.
25. CNZ recommends and strongly encourages anyone in these roles to have read, understood and committed to following the information and learning made available by the NZ Sport Integrity Commission on its website "*Coaching and instructing for safe and positive experiences*". (Coaching and instructing young people in sport and recreation | Sport Integrity Commission Te Kahu Raunui.) CNZ may also choose to make this a contractual requirement for any CNZ appointed coaches and trainers.

One-on-one interactions

26. We understand the risks associated with working alone with children, young people and adults at risk. CNZ requires adults who aren't a parent or caregiver to actively avoid one-on-one time with children, young people and adults at risk. This includes in-person and online interactions.
    - One-on-one time means an adult being alone with a child, young person or adult at risk where they cannot readily be seen or interrupted by other adults, for example in a closed room, an empty gym or a vehicle. Coaching a child individually is not one-on-one time where it happens in an open area with other people close by, such as at the wall during a session where others are training. Online, it means private messages or calls. Group messaging (and to always include the parents/care-givers of a child, young person or adult at risk) is encouraged.
27. We acknowledge there are times where one-on-one interactions are unavoidable. Any CNZ representative or volunteer that could be in a one-on-one interaction is required to undergo a police vet check.

Taking, sharing or storing images

28. CNZ acknowledges that it is natural for participants in our sport to want to take photos of friends, family and others involved in our CNZ events and activities. However, as these events and activities frequently involve children and young people the taking and sharing digital photos and videos comes with safeguarding risks.

29. There is information and learning made available by the NZ Sport Integrity Commission on its website "*Taking and sharing images"* that CNZ expects all of our members, volunteers, contractors and participants to read and for them to adopt the safest practices possible in the taking and sharing of images of children, young people and adults at risk in relation to any CNZ related events and activities. (Taking and sharing images | Sport Integrity Commission Te Kahu Raunui.)

    - CNZ itself seeks consent from participants in its activities, as part of its registration process, for the taking and using of images including in events involving children, young people and adults at risk. However, even if consent is provided, CNZ will respect any request from a person who wishes to have an image of them removed or taken down.
    - CNZ will frequently appoint an official photographer/s of an event and, where it does so, they will be expected to have read and to adopt the best practices outlined by the Sport Integrity Commission for the taking of images and to respect all participants.
    - Images taken and used by CNZ will be respectful to all participants.

30. CNZ may separately develop a further policy or guidelines on this for application in our specific sporting context but, pending that, the Sport Integrity Commission guidance noted above sets the expectation.

Transport and travel

31. We acknowledge there is a risk of deliberate harm to children, young people and adults at risk when they are travelling or going away overnight. Where this is applicable, CNZ expects all of its members, volunteers, contractors and participants to recognise and manage this safeguarding risk.

32. There is information and learning made available by the NZ Sport Integrity Commission on its website "*Travelling with children and young people"* that, where this issue is applicable to their role, CNZ expects all of our members, volunteers, contractors and participants to read and for them to adopt the safest practices possible when they are planning and undertaking travel with children, young people and adults at risk in relation to any CNZ related events and activities. (Travelling with children and young people | Sport Integrity Commission Te Kahu Raunui.)

33. CNZ may separately develop a further policy on this but, pending that, notes the above expectation applies.

Overnight stays and accommodation, including sleeping arrangements

34. Sometimes events and activities for CNZ involve overnight stays for children, young people and adults at risk. CNZ acknowledges travelling and staying away from home presents potential risks for their safety and wellbeing, and this means overnight stays, including sleeping arrangements, need careful planning and supervision.

35. There is information and learning made available by the NZ Sport Integrity Commission on its website "*Planning and supervising safer overnight stays"* that, where this issue is applicable to their role, CNZ

expects all of our members, volunteers, contractors and participants to read and for them to adopt the safest practices possible when they are planning and supervising overnight stays for children, young people and adults at risk in relation to any CNZ related events and activities. (Planning and supervising safer overnight stays | Sport Integrity Commission Te Kahu Raunui.)

36. CNZ may separately develop a further policy on this but, pending that, notes the above expectation applies.

Changing room (or equivalent) arrangements

37. CNZ acknowledges children, young people and adults at risk may be more at risk in changing rooms because:
    - they may be undressed or showering, so are potentially more vulnerable
    - changing rooms and toilets are sometimes located away from other areas of buildings, venues or locations, and can be isolated
    - there may be less adult supervision in these areas.
38. Everyone involved in CNZ events and activities is responsible for ensuring that changing rooms are safe to use. This includes:
    - the gym or other club/organisation that own or manage changing facilities
    - staff, volunteers, parents, caregivers, whānau and all other participants in our activities that are attending, supervising and supporting activities for children and young people
    - the children and young people themselves.
39. There is information and learning made available by the NZ Sport Integrity Commission on its website "*Safer changing rooms"* that, where this issue is applicable to their role, CNZ expects all of our members, volunteers, contractors and participants to read and for them to adopt the safest practices possible when they are aware that children, young people and adults at risk may be using changing rooms (without their own parental supervision) at any CNZ related events and activities. (Safer changing rooms | Sport Integrity Commission Te Kahu Raunui.)
40. CNZ may separately develop a further policy on this but, pending that, notes the above expectation applies.

Education

41. We require that specified persons complete training in relation to safeguarding and protection of children, young people, and adults at risk.
42. They must complete the training before, or soon after, starting their role and at least annually after that.
43. The training must cover:
    - prohibited behaviours with a focus on the safety and wellbeing of children, young people and adults at risk
    - the safe practices to prevent prohibited behaviours
    - other practices that we deem important to ensure the safety and wellbeing of children, young people, and adults at risk.

44. At a minimum, this training will include completing the modules made available by the NZ Sport Integrity Commission on its website "*Child protection and safeguarding education*". (Child protection and safeguarding education | Sport Integrity Commission Te Kahu Raunui)

Child protection policy

45. We have a child protection policy that sets out how CNZ identifies, reports and responds to suspected or real cases of child abuse, child sexual abuse and child neglect.
46. All children, young people, adults at risk, our members volunteers, contractors and participants must follow the child protection policy which is located on the CNZ website.

Safeguarding lead person

47. We will at all times have a safeguarding lead person at a national level who is responsible for overseeing what is required by this policy.
48. This lead person is also responsible for receiving reports of suspected or real cases of child abuse, child sexual abuse and child neglect under our child protection policy.
49. The safeguarding lead for CNZ is the CNZ President. Their contact details are on the CNZ website: https://www.climbing.nz/about/cnz-management-committee/ and is president@climbing.nz

Reporting breaches of this policy

50. Any person may report a breach of this policy to:
    - The safeguarding lead.
    - Another member of the CNZ management committee.
        - Website: https://www.climbing.nz/about/cnz-management-committee/
    - The Sport Integrity Commission:
        - Website: https://sportintegrity.nz/making-a-complaint/make-a-complaint
        - Email: complaints@sportintegrity.nz
        - Phone: 0800 378 437.

Relationship to other documents

51. This policy should be read in conjunction with the CNZ Child Protection Policy and any other policies subsequently developed by CNZ as noted in the "Safe Practices" section of this policy as noted above. Please also note the resources available on the Sport Integrity Commission website as also cross referenced above.

Acknowledgement

52. All participants in our sport are deemed to have read, understood, and agreed to comply with this policy.

53. CNZ will make this policy publicly available and ensure awareness of the obligations required by it.

Document Control

Policy owner	CNZ Management Committee
Commencement Date	November 2026
Review Date	Maximum of 2 years from commencement

Appendix 1: Definitions

In this policy:

adult means a person who is 18 years or over

adult at risk means any adult who needs care and support, is experiencing or is at risk of abuse or neglect, and is unable to remove or protect themselves from that risk because of those needs

child abuse means harming (whether physically, emotionally, psychologically, or sexually), ill-treatment, abuse, neglect or deprivation of any child or young person under 18 years of age

child neglect means the persistent failure to meet the physical and/or psychological needs of children and young people under 18 years of age, and not doing or providing the things they need to stay safe and be healthy

child sexual abuse means acts or behaviours where an adult, older or more powerful person uses a child or young person under 18 years of age for a sexual purpose

children and young people mean people under the age of 18 years

harm means physical or mental damage or injury resulting from a prohibited behaviour

participant includes:

- a competitor, or any other person who takes part in CNZ related events and activities
- an official or administrator
- a coach, trainer, or other person who gives instruction in relation to CNZ related events and activities
- a manager, an agent, or a team member
- a person providing medical or paramedical services to a person who takes part in CNZ related events or activities or a team or group
- a parent or caregiver of a person who takes part in CNZ related events and activities
- any other person working with, treating, or assisting a person who takes part in CNZ related events and activities or a team or group
- a volunteer providing services for CNZ related events and activities

prohibited behaviours means the following, which are further defined in the prohibited behaviours policy:

- bullying, violence, abuse, intimidation, or harassment
- child abuse, child sexual abuse or child neglect
- sexually harmful behaviour
- discrimination
- competition manipulation and associated activity
- corruption, fraud, deception or breach of trust

- retaliation against or victimisation of any person because that person makes or intends to make a complaint or disclosure to CNZ, the Sport Integrity Commission or another organisation bound by the Integrity Code.

A prohibited behaviour can be an act or an omission and includes behaviour that happens online or through electronic means.

safe practices are practices developed by CNZ that must be followed to safeguard and protect children, young people and adults at risk.

specified person means anyone who works in, volunteers for, or provides services CNZ and where such involvement:

- may or does involve regular or overnight contact with children, young people or adults at risk; and
- takes place without a parent or guardian of a child or young person being present; or
- takes place with an adult at risk without the presence of another adult.

APPENDIX 2: Process – Assessing background checks for specified persons

Step	Process
Receive and review	Are there any concerns, active criminal charges, or past convictions? ● If there are none, continue with the remainder of your recruitment process, which may result in approving the person to work with children, young people or adults at risk. However, do not regard a clear background check as a substitute for other forms of sensible due diligence, such as reference checks. ● If there are concerns arising out of the report, continue following the steps below.
Evaluate	Is it medium- or high-risk, or an automatic disqualification? Use Appendix 3 and look at the: ● nature and severity of the offence – was it a minor or serious crime ● relevance to the role – does the offence relate to working with children ● timeframe – was it recent or many years ago ● pattern of behaviour – is there a history of multiple offences ● rehabilitation – has the individual completed rehabilitation, counselling, or training?
Discuss	● Notify the person their background check has raised concerns. ● Give them an opportunity to explain their history and ask for supporting evidence (eg, character references, rehabilitation records). ● Ensure privacy of their information and fair treatment including the right to be heard before any decisions are made.
Make a decision	After reviewing all factors, decide whether to: ● approve the person (with or without conditions) ● decline their application due to child safety concerns ● implement extra safeguards (eg, supervision, restricted duties). If disqualifying someone, ensure the decision is: ● consistent with any other policies ● based on clear reasoning ● communicated to them professionally and confidentially. If a person disagrees with a disqualification decision, they can: ● request a review and provide new information ● use the complaints policy if they consider the reasons for the disqualification may raise a ground under that policy ● seek legal advice.
Document and store	Maintain records of: ● the background check and keep it stored securely ● the risk assessment notes

Step	Process
	● the final decision ● any conditions or safeguards put in place – communicate to all those supporting the person in their role.
Monitor	● Re-check individuals at least every three years (or as required by your policy). ● Monitor behaviour and act on any new concerns.

APPENDIX 3: Process – Risk categorisation for Specified Persons

Risk type	Criteria
Disqualifying-risk	**Automatic disqualification** – Do not allow the person to work or volunteer with children, young people or adults at risk in any capacity A person who is convicted or charged with any Schedule 2 offence under the Children's Act 2014 is automatically disqualified from working or volunteering with children, young people and adults at risk. This includes but isn't limited to: ● sexual offences against children or adults (indecent assault, sexual grooming, child exploitation) ● violent offences (assault, manslaughter, family violence involving children) ● child abuse or neglect convictions ● making, possessing, or distributing child exploitation material.
High-risk	**Likely disqualification –** Requires further assessment A person is most likely disqualified from working or volunteering with children, young people and adults at risk if they have: ● a history of sexual and domestic violence or protection orders (especially if it involves children) ● serious drug or alcohol-related convictions (eg, dealing drugs, disqualification from driving on more than on occasion) ● a conviction or charge that could endanger children (eg, dangerous driving with children in the vehicle) ● ongoing investigations for crimes involving violence, dishonesty, or child abuse or neglect ● patterns of criminal behaviour that suggest a risk, even if individual offences seem minor.
Medium-risk	**May not disqualify –** requires discussion and further assessment These offences and behaviour may not disqualify someone but require further investigation. ● Past dishonesty or fraud and corruption convictions (eg, match fixing, theft). ● Minor drug-related offences (eg, possessing illegal drugs for personal use). ● Consistent traffic convictions, unless they involve reckless endangerment. ● Concerns about other inappropriate behaviour, even if it's not criminal. The individual may be allowed to work with children, young people or adults at risk depending on the context. Additional safeguards may be required, such as supervision or limited responsibilities.