

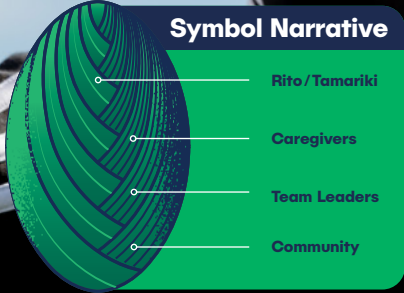
Protecting Their Potential

Keeping Young Athletes Safe from Harm and Abuse



Be a Kaitiaki for our Tamariki





Every young athlete deserves to reach their full potential, free from harm or abuse. As an adult working with children and young people, you have three ways to help keep them safe:

1 Prevention
Setting up a safe and supportive environment and being a good role model.

2 Intervention
Stepping in when lines are crossed.

3 Escalation and care
Being there to care and escalating all concerns to your Safe Kids Advisor.

Prevention looks like...

- Creating respectful, caring environments where staff and leaders model the behaviour we want players to show.
- Having codes of conduct for team management and players that are alive in your environment.
- Using language that's positive and mana enhancing – language that is degrading, discriminatory or harassing when discussing players bodies, giving feedback or as part of teaching technique is not tolerated.
- Addressing all bullying or harassment in your team environment, whether it's players or team management.
- Knowing who your Union's Safe Kids Advisor is – all concerns of abuse for U18s need to go through them. Except in an emergency when contacting police or Oranga Tamariki is the correct course of action.
- Respecting players' boundaries and privacy, for example when changing or showering.
- Encouraging players to have a voice and know where they can go to raise concerns confidentially.
- Keeping mauri ora of players is front of mind – team management should have player welfare as a standing item on their meeting agendas.
- Setting up safe practices that centre player wellbeing when comes to touch; for example weigh ins and fat measurement to body composition, correcting technique. To do this:
 - Explain what you are doing and why
 - Ask permission
 - Get consent
 - Give players options about who does this and how this happens. For example, if they would rather have a male/female staff member, or do it in pairs.

- Having clear rules for team management around boundaries with players – for example maintaining appropriate social and sexual boundaries.
- Finding out who on your team has experience dealing with harm – who can players talk to?
- Having travel guidelines for overnight stays and travel to and from events.
- Building relationships with some of your local services – visit Oranga Tamariki, your local youth work organisation, Women’s Refuge etc. so you have people you can call on for advice.
- Getting to know your players beyond rugby – what is home like? What else do they have going on? Invite families, partners and kids in.
- Having ways to nurture the va with your players and their families – hold a talanoa night to welcome everyone, whakawhanaungatanga.

Questions to answer:

Who in your environment can you go to for support?

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What is one thing you will implement to enhance safeguarding emerging players?

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Intervention looks like...

- Fostering a culture of speaking up when players and others see risky or disrespectful behaviour.
- Having team management promote a bystander culture by:
 - training everyone to develop these skills
 - intervening when they see behaviour that is not ok
 - praising others who do this.
- Making it normal to ask questions about someone’s behaviour if it doesn’t seem right, for example giving gifts or money to players for no reason or spending a lot of 1:1 time with a particular player.
- Addressing early warning signs around alcohol or harmful behaviour if you see concerning patterns emerging.
- Having robust ways of addressing any concerning feedback you get from players about their experiences.
- Acting on suspicions or concerns straight away.
- Escalating concerns to your Child Protection Advisor for U18s and seeking advice from NZR or local services for older players.
- Using meetings and other communications to reinforce values, rules and address any concerns.

Questions to answer:

Are there concerns in your environment or with players that need addressing now?

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What will your first steps be?

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Escalation and care looks like...

- Speaking to your Safe Kids Advisor to escalate concerns and ensure the correct process is followed when dealing with any player aged under 18. Your CPA has templates for making a notification of concern to Oranga Tamariki.
- Getting advice from Oranga Tamariki or NZ Police in a crisis.
- Asking for advice and support from the NZR Culture and Wellbeing team or local services for players of any age.
- Asking the NZR Culture and Wellbeing team about appropriate referrals for players looking for support.
- Debriefing after an incident to ensure learnings are not lost and are implemented into systems.
- Seeking support from NZR for those staff dealing with the incident.

Questions to answer:

Who is your Union's Safe Kids Advisor?

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Have you had any incidents of harm with players you look after?

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What would you have done differently in hindsight?

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