



Child Protection Policy

HB Rugby is committed to providing a safe and secure environment for children and protecting their welfare. This Child Protection Policy outlines our commitment to safeguarding children who participate in our programs, services, or activities.

1. Purpose

The purpose of this policy is to:

- Ensure the safety and well-being of children involved in our programs, services, or activities.
- Provide guidance to employees, volunteers, contractors, and others involved in our organization on how to recognize, prevent, and respond to child protection concerns.

2. Definition of a Child

For the purposes of this policy, a child is defined as any person under the age of 18 years.

3. Responsibilities

- Management: Company management is responsible for establishing and implementing child protection policies and procedures, providing training and resources, and ensuring compliance with relevant laws and regulations.
- Employees and Volunteers: All employees and volunteers must adhere to this policy, undergo child protection training, and report any concerns or suspicions of child abuse or neglect.
- Parents/Guardians: Parents/guardians are encouraged to actively participate in our programs and activities and communicate any concerns regarding their child's safety or well-being to Company staff.
- Children: Children are encouraged to report any concerns or incidents that make them feel uncomfortable or unsafe to a trusted adult.

4. Code of Conduct

All employees, volunteers, and others involved in our organization must adhere to the following code of conduct:

- Treat all children with respect, dignity, and kindness.
- Avoid being alone with a child in situations where there is no visibility or supervision.
- Avoid engaging in any behavior that could be perceived as inappropriate or harmful to a child.
- Report any concerns or suspicions of child abuse or neglect to the designated child protection officer or appropriate authorities.
- All Staff with HB Rugby must be police vetted by HB Rugby prior to coaching with HB Rugby

5. Reporting Procedures

Any employee, volunteer, or individual who becomes aware of or suspects child abuse or neglect must report it immediately to Hamilton Burr or appropriate authorities. Reports should include as much detail as possible about the incident or concern.

6. Confidentiality

All reports of child abuse or neglect will be handled with the utmost confidentiality, and information will only be shared with individuals who need to know in order to protect the child's welfare and comply with legal requirements.

7. Training and Education

All employees and volunteers will receive training on child protection policies and procedures upon commencement of their role and participate in regular refresher training to ensure ongoing awareness and compliance.

8. Review and Updates

This Child Protection Policy will be reviewed and updated regularly to reflect changes in laws, regulations, or best practices in child protection.

9. Contact Information

If you have any questions or concerns about our Child Protection Policy, or if you need to report an incident or suspicion of child abuse or neglect, please contact:

Hamilton Burr
Phone: +64 2102572843
Email: Hamilton.burr@hb-rugby.co.nz

By implementing this Child Protection Policy, Company aims to create a safe and nurturing environment for all children involved in our programs, services, or activities.

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