TAMARIKI AND RANGATAHI (CHILD) PROTECTION POLICY

Basketball New Zealand ("**BBNZ**") is committed to safeguarding and protecting tamariki and rangatahi from abuse and harm in any basketball activities in New Zealand, underpinned by our values of Mana (Respect), Tika (Integrity) and Hono (Connection).

We want tamariki and rangatahi to be able to participate in sport and recreation and express their identity as well as thrive in safe and supportive environments.

PURPOSE

Basketball New Zealand (BBNZ) is committed to safeguarding tamariki and rangatahi, creating safe environments to foster their participation and wellbeing. This policy outlines key responsibilities and practical steps for volunteers to maintain a safe, supportive environment. This policy commits to:

- promote abuse-free participation in sport.
- establish fair, positive basketball spaces with strong safeguarding protocols.

TAMARIKI AND RANGATAHI SAFEGUARDING AND PROTECTION STANDARDS

Safeguarding:

- actions to reduce harm risks.
- guidance for safe interactions and activities.

Protection:

- responding when harm or abuse occurs.

This policy applies to BBNZ members, employees, volunteers, and participants.

KEY RESPONSIBILITIES

1. **Understanding harmful behaviours:** Learn to recognise signs of harm, including emotional distress, physical injuries, and inappropriate interactions.
2. **Acting quickly:** Report any concerns about tamariki or rangatahi safety to the safeguarding lead or basketball association—no matter how small it may seem.
3. **Creating a positive environment:** Treat every tamariki and rangatahi with respect, uphold their dignity, and ensure fair treatment.
4. **Following guidance:** Adhere to the BBNZ safeguarding policy and procedures, including reporting processes outlined in this policy.

EDUCATION

There is a free course available to support education for tamariki and rangatahi safeguarding in sports and recreation. It covers safeguarding practices, how to identity and respond to abuse and harm, and how to keep tamariki, rangatahi, and yourself, safe in different situations.

This is useful for anyone involved in the sport and recreation sector who provides activities for or has a role in interacting with children and young people.

The full course is made up of four modules that you complete at your own pace.

- Child Safeguarding (duration 30 minutes)
- Child Protection (duration 45 minutes)
- Travelling with Children and Young People (duration 30 minutes)
- Creating Safer Experiences and Environments (duration 30 minutes)

What you'll learn
At the completion of the full course, you will be able to:

- contribute to building a child safeguarding culture
- identify the signs of abuse and harm, including abusive and harmful behaviours
- take action if you are concerned that a child or young person is being harmed, abused, or is at risk
- provide safer experiences and environments for children and young people
- keep yourself and other adults safe when working with and around children and young people.

The course can be accessed here **Safeguarding and Protecting Tamariki and Rangatahi**

IDENTIFYING HARMFUL AND ABUSIVE BEHAVIOUR

Everyone can contribute to our culture of safeguarding and protection. This requires everyone to understand what harm and harmful and abusive behaviour looks like so they can act in the correct manner to ensure it is handled in the best way.

Appendix 1 lists behavioural and physical signs that can help identify the signs of harm in tamariki and rangatahi, and the harmful and abusive behaviours in others, which includes grooming.

BBNZ has detailed guidance in Appendix 1 that support everyone to successfully identify the signs of harm and harmful and abusive behaviour.

Appendix 2 sets out the process that must be followed when responding to a disclosure of harm or abuse by tamariki or rangatahi.

REPORTING HARM AND ABUSE

Appendix 3 sets out the reporting process that should be followed for any suspected or real cases of tamariki or rangatahi abuse, sexual abuse and neglect, and harmful and abusive behaviours. Appendix 4 sets out a reporting flow chart.

The reporting process includes completing section 1 of the reporting template in the Tamariki and Rangatahi Protection Incident Register (Appendix 6). This will then be stored securely in BBNZ's Tamariki and Rangatahi Protection Incident Register database.

RESPONDING TO HARM AND ABUSE

Appendix 5 outlines the response process that must be followed for suspected or real cases of tamariki and rangatahi abuse, sexual abuse and neglect, and harmful and abusive behaviours. It describes how we will:

- take a young person centred approach so the safety and wellbeing of tamariki and rangatahi is the primary concern
- support tamariki and rangatahi, their whānau, staff, and others affected by the incident to receive the appropriate care
- take all required steps to stop further harm and implement measures to reduce the risk of reoccurrence.

SAFEGUARDING LEAD

BBNZ will at all times have a safeguarding lead at a national level responsible for overseeing the obligations required by this policy. Our members are responsible for having a safeguarding lead at a regional level responsible for overseeing the obligations required by this policy

The name and contact details of the lead person will be provided on the website of BBNZ as well as within this policy.

This lead person is responsible for receiving reports of suspected or real cases of tamariki and rangatahi abuse, sexual abuse and neglect under this policy.

The safeguarding lead for BBNZ is the General Manager – Marketing and Communications. Their contact details are:

Phone: **027 809 9347**

Email: **bbnz@nz.basketball**

As good practice, we have a secondary person at BBNZ who can be contacted if the safeguarding lead is unavailable. This person is the CE. Their contact details are:

Phone: **04 498 5950**

Email: **bbnz@nz.basketball**

STOPLINE PARTNERSHIP

Basketball New Zealand has partnered with Basketball Australia's (BA) Integrity Unit to enhance our capability across safeguarding, complaints management, gambling and match-fixing prevention, education, and integrity policy support. This partnership enables us to access experienced specialists and robust infrastructure while we continue to build and tailor Aotearoa-specific resources for our community.

RAISING CONCERNS

Any person may report a breach of this policy to:

If you are concerned about behaviour you see or suspect in a basketball activity, you can make a report under this policy either to:

- your regional basketball association
- concerns can be reported through **StopLine**, an independent and confidential reporting service
    - Website: basketball.stoplinereport.com
    - 0800 425 008
- the Chief Executive at Basketball New Zealand;
    - bbnz@nz.basketball
    - 04 498 5950
- the Sport Integrity Commission
    - Website: https://sportintegrity.nz/making-a-complaint/make-a-complaint
    - Email: complaints@sportintegrity.nz
    - Phone: 0800 378 437

Related policies

Safeguarding policy

Code of Conduct

Policy approval

This policy was approved on 16 October 2025 by the BBNZ Board.

Review of policy

This policy must be reviewed by 1 April 2026.

APPENDIX 1- SIGNS OF HARM IN YOUNG BASKETBALL PARTICIPANT

Signs of Harm in Young Basketball Participant

Behavioural Signs:

- A participant might seem unusually withdrawn, anxious, or aggressive—like they're not themselves.
- They might avoid practices or games or seem overly wary of coaches or teammates.
- Self-destructive behaviours, like substance abuse or self-harm, could surface.
- They might dress to hide injuries or give inconsistent explanations for bruises or other marks.
- Poor hygiene or social skills could also be indicators.

Physical Signs:

- Unexplained injuries like bruises, cuts, or fractures.
- Signs of neglect, such as malnourishment or lack of medical care.
- Frequent complaints of physical discomfort, like headaches or stomach pains.

Indicators of Abusive Behaviour in Adults or Peers:

- A coach or teammate might single out a participant for excessive praise, punishment, or gifts.
- Someone might insist on being alone with a participant or show inappropriate physical affection.
- Unrealistic expectations or controlling behaviour could also be warning signs.

Grooming Behaviours

- A coach or adult might isolate a participant, offer special treatment, or encourage secrecy.
- They might blur boundaries, like making inappropriate jokes or insisting on physical contact.
- Offering gifts, access to adult material, or inappropriate conversations are major red flags.

In basketball, just like in life, it's about teamwork and looking out for one another. If you notice these signs, it's crucial to document your concerns and follow the appropriate steps to ensure the participant's safety.

More information can be found here: **Child protection | Sport Integrity Commission Te Kahu Raunui**

APPENDIX 2 - RESPONDING TO A DISCLOSURE IN BASKETBALL

Listen Carefully

- Participants might share concerns subtly, so pay attention to their words and behaviour.
- Be sensitive to their cultural identity, which might affect how they communicate.

Protect and Check for Safety
Ask yourself:

- Are they in immediate danger?
- Is the harm still happening?

Reassure the Participant

- Thank them for sharing and acknowledge how difficult it may have been.
- Let them know they've done the right thing and that they're not in trouble.
- If they're distressed, provide calm and appropriate reassurance.
- Use open-ended prompts, but don't ask too many questions.

Be Transparent About Next Steps

- Explain the limits of confidentiality—you can't keep everything a secret if they're at risk.
- Tell them what actions you'll take and who you'll talk to.
- Make sure they understand the process and there are no surprises.

Record Key Information
Write down:

- Exactly what they've said, in their own words.
- The date, time, location, and names of anyone involved.
- Specific observations like injuries or changes in behaviour.

What NOT to Do:

- Don't formally interview them or ask leading questions.
- Avoid making assumptions, diminishing their concerns, or offering alternative explanations.
- Never promise to keep their disclosure entirely confidential.
- Don't confront the alleged perpetrator or take actions that might compromise investigations.
- Don't let doubt stop you from reporting your concerns.

More information can be found here: **Concerns about a child's welfare | Sport Integrity Commission Te Kahu Raunui**

APPENDIX 3 - REPORTING PROCESS FOR SUSPECTED OR KNOWN HARM

Identify the Concern

- You notice harmful or abusive behaviour, neglect, or receive a disclosure from a participant.

Get Help if There's Immediate Danger

- If the participant is in immediate danger, call the Police on 111.
- Check if there's a trusted adult nearby and, if appropriate, inform them.

Record Key Information (for a Disclosure or Concern)

- Follow the process outlined in Appendix 2 for handling disclosures.
- Write down:
    - Exactly what the participant says, in their words.
    - Key details like date, time, location, and names of those involved.
    - Observations or evidence that led to the concern (e.g., behaviour or injuries).
    - Use the appropriate reporting template (like the Tamariki and Rangatahi Protection Incident Register).

Inform Key People

- Report the concern to the **Safeguarding Lead** or the CE of Basketball New Zealand (BBNZ).
- If the Safeguarding Lead or CE is involved, inform the Board/Committee Chairperson instead.

Notify Oranga Tamariki if Needed

- The Safeguarding Lead will decide if a Report of Concern to Oranga Tamariki is necessary.
- Oranga Tamariki's contact details:
    - **Phone:** 0508 Family (0508 326 459) – available 24/7 **Email:** contact@ot.govt.nz

Store Information Securely

- Keep a record of:
    - The initial concern or disclosure details.
    - Any supporting documents or advice received.
    - Actions taken, including communication with agencies like Oranga Tamariki or the police.
    - How and when the matter was followed up.

Follow Up Within Seven Days

- The safeguarding lead should review the process to ensure:
    - The report is being handled within agreed timeframes and policy requirements.
    - The victim, reporter, and others involved have been updated.
    - Next steps are clear, and responsibilities are assigned.

More information can be found here: **Concerns about a child's welfare**

APPENDIX 4 – REPORTING PROCESS FLOW CHART

Identify a disclosure is received, or tamariki or rangatahi abuse, sexual abuse and neglect or harmful and abusive behaviour is suspected or known is received

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Get help if the tamariki or rangatahi is in immediate danger, call the police on 111

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Record the person who has taken the disclosure or identified the concern, collects all required (if possible) information outlined in the reporting procedure and follows the disclosure process (if applicable). Fill in section 1 of the Tamariki and Rangatahi Protection Incident Register as soon as possible

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Inform the safeguarding lead and other responsible person as soon as possible

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Notify if required, file a Report of Concern to Oranga Tamariki

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Securely store ensure all information regarding the concern is stored securely

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Follow up keep up to date with how the report is being handled, especially whether the individual has received the support they need. Action the response procedure

APPENDIX 5 – PROCESS FOR RESPONDING TO SUSPECTED OR KNOWN HARM

Follow this process to reduce the chances of further tamariki and rangatahi abuse, sexual abuse and neglect happening and to provide support to those affected.

Debrief and Reflect

Key people, such as the safeguarding lead, and others involved, should review the situation:

- **Could the harm have been prevented?**
    - Is this type of harm covered in the relevant organisation's policies?
    - Do players, coaches, and volunteers get enough training and guidance to understand and prevent this type of harm?
    - Does everyone know and understand the policies and processes?
- **Were the protection processes effective?**
    - Did the person receiving the disclosure know how to handle it and collect the right information?
    - Did the person reporting the concern know who to contact, and was their report acted on promptly?
    - Was the harm stopped by following the club's protection policy?
- **What were the outcomes of the report?**
    - Was it handled internally or externally (e.g., by the police or other agencies)?
    - Were those affected (e.g., the participant and their family) given the support they needed?
    - Is the alleged perpetrator still active in another club or organization?
- **What gaps need addressing in the club's policies or processes?**
    - **If issues are identified, create action points to resolve them.**

Create and Implement a Plan

Based on the debrief, create a plan to address any needed actions. Include:

- The specific actions required.
- Who will take responsibility for each action.
- Who will provide support.
- Clear timeframes for completing each action.

Share the plan with everyone involved, making sure they understand what will be done and how it will impact them.

More information can be found here: [Concerns about a child's welfare | Sport Integrity Commission Te Kahu Raunui]

APPENDIX 6 – TAMARIKI AND RANGATAHI PROTECTION INCIDENT REGISTER TEMPLATE

Section 1

Date and time of incident: _____

Location of incident: _____

Date and time reported: _____

Who it was reported to: _____

Your details:

Name: _____ Organisation: _____

Role: _____

Contact number: _____

Tamariki or rangatahi's name:	
Date of birth:	
Tamariki or rangatahi's gender:	
Tamariki or rangatahi's address:	
Parent or caregiver's details:	**Name:** **Address:** **Phone number:**
Have parents or caregivers been notified of this incident?	**Yes / No** (Please circle one) If yes, provide details of what was said, and actions agreed:
Are you reporting your own concerns or responding to concerns raised by someone else?	**Own concerns** ☐ **Concerns made by someone else** ☐
If responding to concerns raised by someone else, please provide further information about them:	**Name:** **Position within the organisation and relationship to the tamariki, rangatahi or person the report is related to:** **Phone number:**

Details of the incident or concerns: Include relevant information such as: • the nature of the incident • when it took place (including the disclosure), what was said, who was involved, whether there are any injuries • the signs of abuse, harm and harmful and abusive behaviours • reference any relevant documentation or advice received and who from • actions that have already been taken by anyone – organisation, police, and so on. Ensure you use facts or exactly as reported to you.
Add details here:

Inform the Safeguarding Lead

Safeguarding lead name	Date and time informed

Reporting person signed: _____ Date: _____

Section 2

Safeguarding Lead to complete

Actions required:

Reporting			
Action	**Confirmation**		
Safeguarding Lead refers to Oranga Tamariki	YES / NO	Date:	Time:
Safeguarding Lead refers to Police	YES / NO	Date:	Time:
Safeguarding Lead has updated BBNZ of actions	YES / NO	Date:	Time:
Safeguarding Lead has updated all affected individuals of actions	YES / NO	Date:	Time:
Records and any associated notes of the disclosure or concern been stored in a confidential and safe place	YES / NO	Date:	Time:

Response		
Reflections	**Answer**	**Actions**
Could the alleged abuse or neglect have been prevented?	YES / NO	
Were the processes set out in the tamariki and rangatahi protection policy effective and easy to follow?		
What was the outcome of the concern or disclosure report (if known)?		
What actions are required to address identified gaps or issues in the policies, processes and guidance that we provide?		

Reporting and response actions completed date: _____

Safeguarding Lead signed:

APPENDIX 7 – DEFINITIONS

For the purposes of this policy and associated procedures:

Abuse means harming (whether physically, emotionally, psychologically, or sexually), ill-treatment, abuse, neglect or deprivation.

Adult means a person who is 18 years or over.

Child (tamariki, rangatahi) 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 (tamariki, rangatahi) 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 (tamariki, rangatahi) 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.

Disclosure means information shared with people by tamariki or rangatahi in relation to abuse or neglect, or suggests their safety is at risk.

Grooming means engaging or contacting tamariki or rangatahi under 16 years old with the intent of sexually abusing or exploiting them.

Harm includes physical, psychological, emotional, or sexual harm, ill-treatment, abuse, neglect, or deprivation of any tamariki, rangatahi or adult at risk.

Harmful and abusive behaviour includes the following:

- grooming
- bullying, violence, intimidation or harassment
- tamariki or rangatahi abuse, sexual abuse or neglect
- any form of discrimination
- retaliation against or victimisation of any person because that person makes or intends to make a complaint or disclosure to your regional association, BBNZ, the Sport Integrity Commission or another organisation bound by the Integrity Code.

For the avoidance of doubt, harmful and abusive behaviour includes online conduct.

Participant includes:

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

Rangatahi, means teenager or young adult under the age of 18 years.

Report refers to the actions taken to ensure the suspected or real cases of tamariki or rangatahi abuse, sexual abuse and neglect are immediately, and correctly, handed over to the appropriate people and services that are trained to receive the information and handle it properly.

Respond refers to the actions taken to reduce the chances of further tamariki or rangatahi abuse, sexual abuse and neglect happening, and to provide support to those that have been affected.

Safeguarding means actions to prevent harm to tamariki or rangatahi and to promote their overall wellbeing.

Tamariki means children.