

Policy Document

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Service delivery

Safe practice

Service delivery Category

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Safe practice

Safe boundaries

Adults in our organisation must maintain appropriate boundaries when interacting with rangatahi and other people we work with at all times.

Staff/kaimahi and volunteers will:

- avoid any conduct that could lead a reasonable person to question their motivation and/or intentions with a Tangata Whaiora
- not use their position or relationship with a child/rangatahi or with anyone in their family/whānau to intimidate, bully, humiliate, threaten, coerce or undermine the rangatahi
- avoid behaviour, communication and situations which might reasonably be seen by others as grooming a vulnerable adult or rangatahi for sexual activity
- communicate with children/young people in ways that are open to scrutiny from other adults, including when texting and using digital and mobile devices
- be careful and transparent about social contact with rangatahi/adult clients outside of work and not engage in any sexual or intimate relationship with a Tangata Whaiora while working with them
- avoid placing themselves in vulnerable situations with a rangatahi or other vulnerable person
- report and record any situation that may place a person at risk or compromise their own or Anglican Action's professional standing (eg when called upon to comfort a distressed child)
- not give their personal contact details to any person they are working with, including their mobile number
- report to a supervisor or management if a Tangata Whaiora becomes dependent on them
- be vigilant about the risk of abuse in their own and others' interactions with rangatahi or other vulnerable persons in the whānau
- always encourage tamariki where possible, to undertake self-care tasks independently
- work within our Health and Safety policies

- be aware of cultural and religious views about touching and always be sensitive to issues of gender.

Concern about unsafe practice

Any concern about unsafe practice must be raised with the appropriate supervisor/manager and addressed promptly. Steps will be taken to address concerns and instill safe practice eg:

- relevant policies will apply
- individual or peer training or coaching
- relevant policies applied
- supervision and monitoring
- system or process change
- performance improvement plan.

The Misconduct policy will be applied where misconduct is alleged.

Helpful links

[Please visit this policy on our policy to view these links.](#)

Responding to abuse, exploitation and neglect

Responding to an allegation against a team member

Code of Conduct

Review

Date: April 2024

Next review: March 2026

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