



**NZ ESPORTS**

# **Child Safeguarding**

Updated 9<sup>th</sup> March 2023

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# COMMITMENT TO TE TIRITI O WAITANGI

NZ Esports Federation recognises Te Tiriti o Waitangi as Aotearoa New Zealand’s founding document and is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.

## INTRODUCTION

We all want young esports athletes to play and develop in a safe and supportive environment, where they’re encouraged to gain maximum enjoyment from what they are doing.

NZ Esports as a kaitiaki of the esports system, is committed to supporting organizations to implement best practice to ensure the wellbeing of tamariki and rangatahi and ensure their involvement in esports is kept fun, safe and inclusive for all.

The wellbeing and ability for tamariki and rangatahi to thrive in esports also requires their safety and welfare is covered. tamariki and rangatahi have the right to be free from harm and abuse. Child safeguarding is the set of actions that organizations can take to keep them safe from harm. Child protection is an essential part of safeguarding and refers to the action taken in response to a specific concern for a child or children who may be suffering or is/are at risk of suffering harm or abuse. It requires referral to specialized child protection services, law enforcement agencies, and expert local organizations that are trained to provide advice.

There are some laws in New Zealand that regulate child safety, and we refer to those laws where appropriate.

## WHY IT MATTERS

Tamariki and rangatahi can be harmed through their experiences of esports. This harm can include emotional abuse, bullying, put-downs, inappropriate cultural practices, physical and sexual abuse, and other harmful practices. Harmful practices have no place in any children’s activity.

Providing a safe place for children is about balancing what children want to get from their esports experience while ensuring they are not subject to harm caused by an adverse social or physical environment.

## NZ ESPORTS BELIEVES THAT

- Tamariki and rangatahi have the right to thrive and participate in esports.
- Tamariki and rangatahi’s participation in esports should support and promote the wellbeing of children.
- Esports organizations have a duty of care when it comes to children and should take steps to ensure that children can participate safely in the activities they provide.

We know that tamariki and rangatahi do not enjoy experiences where:

- there is an over-emphasis on winning by both parents and coaches,
- only the best players get to play/participate consistently,
- some participants are favoured over others,
- they perceive not to be on good terms with the person in charge,

- they cannot participate with their friends,
- they fear being hurt,
- they don't feel safe,
- they do not have enough fun,
- they don't feel that they are improving or developing their skills.

Having the right safeguards in place will help you respond appropriately and keep esports safe and fun for children.

It is also vital to ensuring that they have a safe and positive experience. This, in turn, will contribute to children choosing to remain active throughout their lives.

Having the right safeguards in place will help you to:

- respond appropriately, with the knowledge and confidence to recruit responsibly,
- manage bullying and harassment, report concerns, and much more,
- keep esports safe and fun for Tamariki and rangatahi,
- protect your organization's reputation and help make it a place where young people and their families will choose.

So, whatever your role in esports, as a parent, coach, organizer, volunteer, or young person, you should be familiar with your club or organization's safeguarding policies and procedures. In particular, you should know how to respond to concerns around abuse or poor practice.

## **JURISDICTION**

NZ Esports has competence and jurisdiction over any allegations/breaches at whatever level of esports they occur within New Zealand.

In addition, NZ Esports may at any time notify any law enforcement agency, or any other relevant external body, of any details relating to the matter as such body may need to know for the proper exercise of its functions.

# POLICY STATEMENT

## TO CHILDREN AND YOUNG PEOPLE

- We commit to always putting children and young people’s welfare first in every decision we make.
- We will ensure all children and young people feel respected, listened to, valued and encouraged to enjoy and participate in their sport, recreation or activity.
- We will appoint a Child Safeguarding Representative to ensure concerns are dealt with quickly, sensitively, effectively, and consistently.
- We will provide safe people to work with children and young people.
- We will provide staff and volunteers who are well trained and confident to respond to any concerns for the safety of a child or young person.
- We will listen to and believe children and young people.

## TO PARENTS, CAREGIVERS AND WHĀNAU

- We will support and respect the vital role parents, caregivers and whānau play in the lives of their children, while always making sure the safety of the child or young person is our priority.
- We will have open, transparent and honest communication with parents, caregivers and whānau about all aspects of their child’s welfare, as long as we can keep the child or young person safe while we do that.
- We will raise any concerns we have as soon as we have them, and offer referrals to community services that might be able to help a family through times of difficulty and change.
- We will be available and approachable to listen to any concerns a parent, caregiver and whānau may have about their child while they are involved in NZ Esports activities.
- We will take every concern about a child or young person’s safety seriously and respond consistently and effectively.
- We will provide staff and volunteers who are well trained and confident to respond to any concerns for the safety of a child or young person.

## TO STAFF, CONTRACTORS AND VOLUNTEERS

- We will ensure all staff are inducted to our child safeguarding culture.
- We will provide clear expectations, policies, and procedures to support keeping children, young people, staff, contractors and volunteers safe and protected from harm.
- We will provide support and regular training to ensure these expectations can be met.
- We will provide adequate supervision so staff, contractors and volunteers always know who they can talk to, and the process involved, if they have a concern about a child or young person.

## POLICY 1 – CHILD SAFEGUARDING

Working with children and young people is a privilege. Children and young people have the right to thrive in safe and supportive environments within the Esport system. Esports offers fun, great pride, a sense of achievement and is a positive influence in the lives of many children and young people, including building self-esteem, resilience, routine, teamwork and a sense of belonging. However, the wellbeing of children and young people in Esports also requires their safety and welfare being covered.

### To achieve this:

NZ Esports has embraced policies and practices that support and protect children and young people.

We acknowledge that every person involved in NZ Esports has a legal and moral responsibility to protect children and young people from abuse and neglect. Children and young people have a right to take part in esports at NZ Esports in a safe environment and to receive the support they need if they are at risk or vulnerable.

Every childhood is important, and every child and young person has the same rights to enjoyment, to have their views considered and to be free from abuse. All children and young people, regardless of their backgrounds have the right to access the support they need. It is crucial all children and young people are in the care of safe and skilled adults at NZ Esports who are supported, trained and guided by effective policies, procedures and standards.

### The purpose of this policy:

1. Sets standards to protect children and young people, our staff, volunteers and contractors.
2. Contains procedures for our staff, volunteers and contractors to guide them in identifying and reporting child abuse and neglect to meet our obligations under the Children’s Act 2014.
3. Creates a mandatory requirement for all staff, volunteers and contractors to report any concern about the safety of a child or young person, no matter how small they believe it may be, to one of our Child Safeguarding Representatives (CSRs).
4. Appoints our CSRs and sets out their role and responsibilities.
5. Provides details of the other procedures in place that are to be followed by all staff, volunteers and contractors at all times.
6. Ensures (Insert Organisation) creates a safe environment and that all staff know what to do if there are concerns about a child or young person.

### Who does the policy apply to?

**Staff:** This policy applies to all staff who are employed, volunteer or are engaged/contracted by NZ Esports, including board members. The term “staff” will be used in this policy and procedures to cover all the people named above.

**Children and young people:** This policy applies to all children and young people up to 18 years of age who are taking part in NZ Esports activities. It also applies to any other children, who may not be directly taking part in NZ Esports activities, but who staff may have contact with, such as child spectators or siblings.

## **PROCEDURE 1: RESPONDING TO ACTUAL OR SUSPECTED CHILD ABUSE OR NEGLECT**

Where you are concerned there are signs of possible abuse or neglect:

- Do not put off the moment.
- You may need to find a place of privacy.
- Respond briefly, slowly, and gently.
- do not assume there is only one child involved.
- do not make decisions alone.
- keep calm and reassure.
- do not ask leading questions or over questions.
- re-engage the child with an activity if appropriate.
- act immediately
- do not promise confidentiality.
- find support if necessary.
- inform the child what will happen next.

### **Is the child in immediate danger?**

- If unsure, call Oranga Tamariki 0508 326459
- If YES, act to ensure child's safety.
- Call POLICE on 111 and follow Police advice.
- RECORD actions taken on Child Concern Form (Appendix 1)

### **If no immediate danger, consider whether a Report of Concern to Oranga Tamariki is required.**

If unsure, Child Safeguarding Representative (CSR) will contact Oranga Tamariki

### **Report of Concern required**

- CSR and staff member will complete Oranga Tamariki Report of Concern and send by email to [contact@ot.govt.nz](mailto:contact@ot.govt.nz) or call 0508 326459.
- CSR will ensure that full details are provided as per Child Concern Form (Appendix 1).
- CSR will retain a copy and maintain own records that are securely stored.
- CSR will call Oranga Tamariki if no response has been received from them within 3 working days.
- CSR will re-report if concerns are still held

### **Record what you have heard/observed on a Child Concern Form (Appendix 1)**

- Make notes as soon as possible. Include the date, time, place and who was present.
- Use the child's words wherever possible.
- Include what you have said to the child and keep information factual.

### **Inform Child Safeguarding Representative (CSR) immediately.**

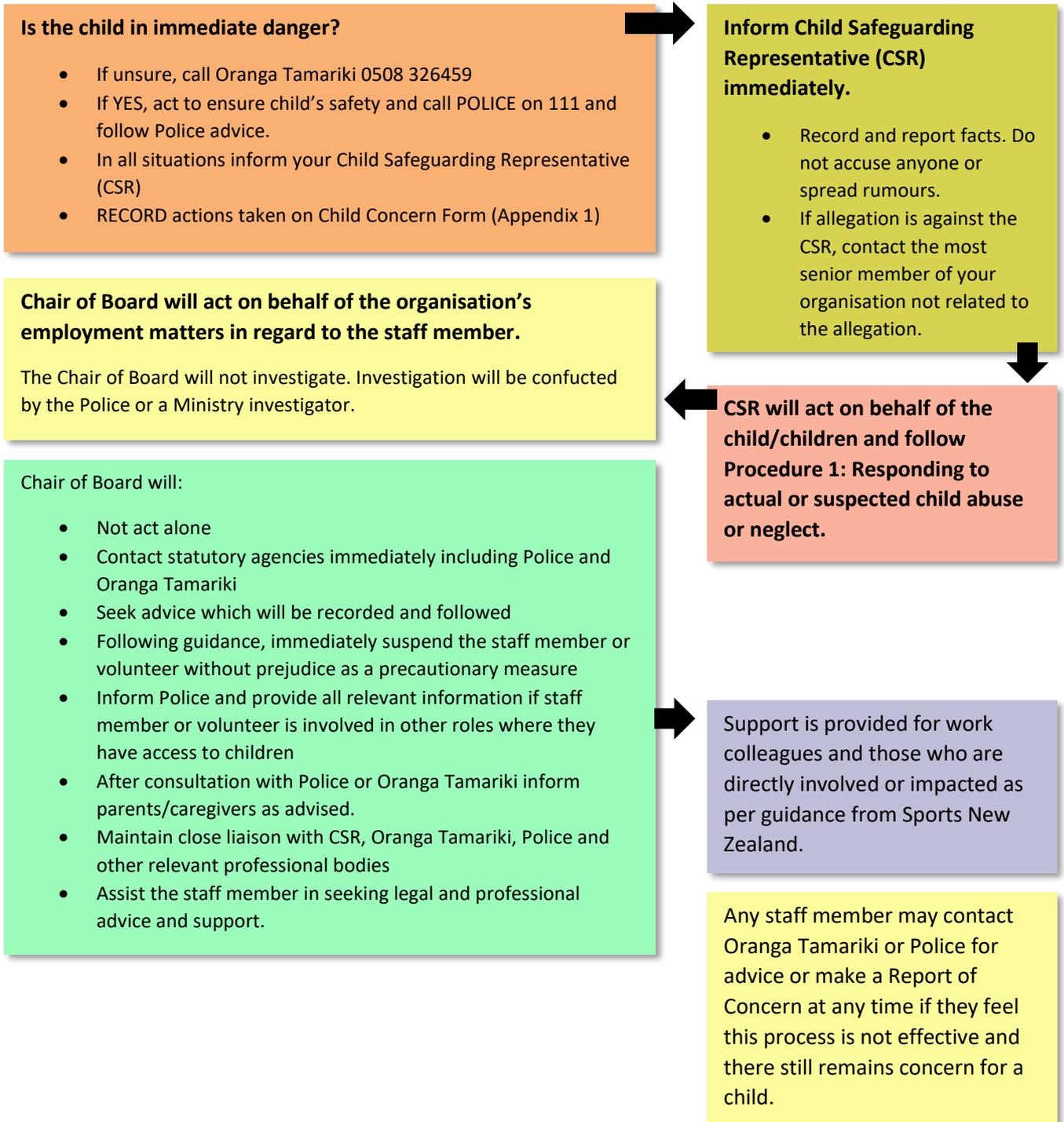
- Record and report facts. Do not accuse anyone or spread rumours.
- CSR and staff member will work together to follow this flow chart procedure.

### **Review and Monitor**

- CSR and relevant staff member will review all active Child Protection concerns on a weekly basis.
- Every review will consider each stage on this flow chart.
- The review will consider any further necessary action, follow-ups or community child or whānau support referrals.
- New or additional Reports of Concern to Oranga Tamariki may be made at any time.
- Records of all reviews will be retained by the CSR.

**Staff are expected to follow this procedure.** However any staff member may contact Oranga Tamariki or Police for advice if they feel this process is not appropriate to deal with an active concern.

**PROCEDURE 2: RESPONDING TO AN ALLEGATION OF CHILD ABUSE OR NEGLECT BY A STAFF MEMBER OR VOLUNTEER**



### **PROCEDURE 3: RESPONDING TO A DISCLOSURE FROM A CHILD OF ABUSE OR NEGLECT**

It is vital that you respond in a way that ensures the child or young person feels supported and safe, and that they receive the help they need. You should always follow your organisation’s Child Safeguarding Policy and know who to contact as your CSR.

#### **Ways children and young people disclose abuse**

- Verbally – by telling you directly or by hints in their conversations.
- Behaviour or actions such as their interests, stories they write, their play or drawings.
- Third-party – This could be a friend of the child telling you, or something you have overheard that concerns you.

All of these are ways that children and young people disclose abuse, and all should be taken seriously and acted upon. If the child or young person discloses abuse that happened in the past, it must be given the same level of response.

It is not your role to investigate – only the Police or Oranga Tamariki can do that. Your role is to gather and share information with your organisation’s Child Safeguarding Representative, Oranga Tamariki or the Police.

#### **Things to consider**

- There could be other children or siblings who are also at risk.
- The child may have received threats of punishments or consequences of telling someone.
- The child may be frightened and fearful of the consequences of disclosing.
- The same process must be followed if the disclosure relates to historic abuse.

#### **Things to SAY when a child discloses**

- I believe you
- I am going to help you
- I will help you
- I am glad that you told me
- You are not to blame
- I know you are afraid, but you were right to tell me
- This is what I am going to do next
- Is there anyone I can contact who you would like to be with you right now?
- You’re not going to get into trouble
- Is there anything I can do that would help right now?

- I can’t keep what you have told me secret; I need to talk to someone who can help me to help you.

#### **Things NOT TO SAY when a child discloses**

- You should have told somebody earlier
- I can’t believe it
- I’m busy
- Don’t tell lies
- I won’t tell anyone else
- Why? How? When? Where? Who?

#### **DO**

- Believe them



- Reassured the child
- Let them know what you are going to do next
- Respond effectively
- Immediately seek help from your CSR
- Share the information
- Listen
- Make sure the child gets help
- Ask open questions (**TEDS**)
  - Tell me
  - Explain
  - Describe
  - Show me

#### **DON'T**

- Put the moment off
- Say anything to criticise or belittle
- Promise confidentiality
- Accuse anyone
- Spread rumours
- Investigate
- Ask leading questions such as “did [insert person] do that?”
- Allow personal doubt to stop you passing on the information to the appropriate third party support
- Do nothing
- Doubt the child or assume they are making it up.

## **POLICY 2 – INFORMATION SHARING AND CONFIDENTIALITY POLICY**

NZ Esports knows that sharing information is essential to protect the wellbeing and safety of children and young people. We know that often when there are concerns about a child or young person, people in other organisations also have concerns. If we can pass on information proactively and safely and create a holistic picture of a child or young person’s life, it increases the opportunities to get the help they need early.

### **Our Commitment**

NZ Esports will always share information about a child or young person with appropriate people or organisations if we have genuine concerns about a child or young person’s safety and wellbeing. We will be proactive when sharing information if we believe it will increase the safety of a child or young person, or it will help assess the risk for a child or young person. In practice, we will request information from organisations, and provide information to other organisations. We will provide concise information about a child or young person, that is relevant to the concern we hold about them. We will follow our Privacy Policy, all current relevant legislation and guidelines and will ensure the safety of information sharing by always following these procedures. The safety of the child or young person will always be our first consideration when deciding whether to share information.

### **The purpose of this policy**

1. Sets out our commitment to sharing information to support the safety and wellbeing of a child or young person.
2. Creates procedures to be followed in all situations where NZ Esports holds information about a child or young person and it is in the best interests of the child or young person to share that information.
3. Forms part of our safeguarding culture.

### **Who this policy applies to**

This policy and attached procedures are to be followed by all staff and regular volunteers where there is a concern about a child or young person. It applies to all children and young people including siblings and associated children and young people, who staff and regular volunteers come into contact with while carrying out their role at NZ Esports.

This policy and procedures will be followed when information is requested by an outside person or agency, or information needs to be shared by NZ Esports.

### **Circumstances that allow the sharing of information**

This information relates to the provisions of the Oranga Tamariki Act 2017. You may be able to share information for other reasons, with other people, under other laws or guidelines (such as the Family Violence Act). You can do these things if it is helpful and in the best interests of the child or young person.

1. Proactively and voluntarily share with the professionals who will be most able to help children and young people. As long as you follow the requirements of the provisions, you can proactively and voluntarily share information with a child welfare professional.

2. Choose how to respond to an information request (unless it is a section 66 request from Oranga Tamariki or Police). The information-sharing provision section 66C means information can be shared between professionals, not that it must be. You have to use personal judgement to decide whether to share information. The exception is when Police or Oranga Tamariki make a specific request under section 66 (which is different from section 66C - the section which gives you information-sharing abilities).

# **POLICY 3 – MEDIA POLICY (PHOTOGRAPHY, FILMING AND USE OF IMAGES OF CHILDREN AND YOUNG PEOPLE)**

## **Our Commitment**

NZ Esports is committed to safeguarding the wellbeing of children participating in esports events and activities. We aim to create a safe and inclusive environment that respects children's privacy and promotes their best interests. This media policy outlines the guidelines and procedures to be followed in managing media interactions and protecting children's privacy.

## **The purpose of this policy**

The purpose of this policy is to provide guidance to NZ Esports, its staff, volunteers, and affiliates on how to manage media interactions and protect the privacy of child participants in esports events, ensuring a safe and positive environment for all involved.

## **Media Access**

- NZ Esports will designate a media liaison officer who will be responsible for managing all media interactions at esports events and activities involving children.
- All media representatives must obtain permission from the media liaison officer to access the event and must follow the guidelines and procedures outlined in this policy.

## **Photography and Videography**

- NZ Esports requires that all photographers and videographers follow the guidelines and procedures for taking and using images of children at esports events.
- Consent must be obtained from the child's parent or guardian before capturing or using any images of a child participant.
- Images should focus on the activity or group, rather than individual children, and should not reveal any personal or identifying information.

## **Social Media**

- NZ Esports recognizes the value and potential risks of social media and will provide guidelines and procedures for the safe and responsible use of social media in relation to esports events and activities involving children.
- Any social media posts featuring images of children must have prior consent from the child's parent or guardian and should adhere to the guidelines on photography and videography mentioned above.

## **Reporting**

- NZ Esports requires that any concerns about inappropriate media behavior, including breaches of this policy, be reported to the media liaison officer or an appropriate NZ Esports staff member.
- NZ Esports will investigate all reported concerns and take appropriate action to ensure the safety and wellbeing of child participants.

## **Education and Training**

- NZ Esports is committed to providing ongoing education and training to its staff, volunteers, and affiliates on the importance of child safeguarding and the proper implementation of this media policy.

## **Review**

This policy will be reviewed annually or as deemed necessary by NZ Esports to ensure its continued effectiveness in safeguarding children and promoting their best interests in the context of esports events and activities.

By implementing this media policy, NZ Esports aims to protect the privacy and wellbeing of child participants, ensuring a safe and enjoyable esports environment for all.

# APPENDIX 1- CHILD CONCERN FORM

This form should be completed when reporting concerns about a child's safety or wellbeing in connection with NZ Esports events and activities. Please provide as much information as possible and submit the form to the designated NZ Esports Child Safeguarding Officer.

## Your Details

Name:  
Position/Role:  
Contact Number:  
Email Address:

## Child's Details:

Name:  
Date of Birth:  
Parent/Guardian Name:  
Parent/Guardian Contact Number:

## Incident/Concern Details:

Date of Incident/Concern:  
Time of Incident/Concern:  
Location of Incident/Concern:

Nature of Concern (check all that apply):

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Bullying
- Other (please specify): \_\_\_\_\_

**Description of Incident/Concern:** (Please provide a detailed account of the incident or concern, including any relevant observations, conversations, or actions. Use additional sheets if necessary.)

**Names and Contact Details of Any Witnesses:**

**Actions Taken:** (Please describe any actions that have been taken in response to the incident or concern, including any referrals to external agencies.)

**Additional Information:** (Please provide any additional information that may be relevant to the incident or concern.)

**Declaration:** I declare that the information provided in this form is true and accurate to the best of my knowledge.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please submit the completed form to the designated NZ Esports Child Safeguarding Officer.



## APPENDIX 2 – INDICATORS OF ABUSE

The following are indicators and does not cover every situation.

This list does not mean the child is suffering abuse but may indicate you need to share information with your Child Safeguarding Representative (CSR).

It is essential to be able to recognise indicators in both the child or young person and the adult who may be abusing them. Sometimes it is the behaviour and attitude of an adult towards children and young people that alerts you.

### Emotional abuse – child indicators

- overly compliant and apologetic
- looks worried and anxious
- fear of making mistakes, especially if it only happens in the presence of a particular person
- difficulty developing relationships, including poor peer relationships
- demonstrating fear of a parent, caregiver or adult
- reluctance to attend an activity at a particular club or organisation
- inability to cope with praise
- delayed development or regression with no apparent cause
- aggressive behaviour (active or passive)
- attention seeking or risk-taking behaviour
- self-critical
- depression, regularly frightened, anxious and nervous
- tired, lethargic, falling asleep at inappropriate times
- self-soothing habits – hair twisting, sucking, biting, rocking
- clingy, possessive and attention-seeking
- indiscriminate attachment to adults – strong attention, affection seeking or a severe lack of attachment to their own parent/caregiver
- seeks affection and comfort from virtual strangers
- stealing (particularly food) or destroying property
- reluctant or unable to express views when asked

- hanging around outside of hours and not wanting to go home
- developmental delay with an apparent physical cause
- depression, anxiety, withdrawal or aggression
- self-harm, suicidal thoughts or intention, alcohol and drug abuse
- extreme attention-seeking behaviours or extreme inhibition
- running away from home
- nightmares, poor sleeping patterns
- anti-social behaviours
- lack of self-esteem
- obsessive behaviours
- eating disorders
- reluctance to attend an activity at a particular club or organisation.

### Emotional abuse – adult indicators

- labels the child as inferior, belittles or publicly humiliates the child
- treats the child differently from siblings or peers in ways that suggest dislike or irritation of the child
- considers it amusing to frighten the child
- lacks empathy for the child
- refuses to help the child
- threatens the child with physical harm or punishment in front of others
- exposure to criminal behaviour
- withholds physical and verbal affection
- isolates the child
- has unrealistic expectations of the child
- inappropriately involves the child in adult problems
- exposes child seeing or hearing, situations of arguing and violence in the home.

### **Neglect – child Indicators**

- dressed inappropriately for the season or the weather
- lack of food, kit or equipment
- often dirty and unwashed
- severe or persistent skin disorders
- inadequately supervised or left unattended frequently or for long periods
- left alone or in the care of an inappropriate adult
- does not receive adequate or timely health care
- underweight or overweight
- lacks adequate shelter
- failure to thrive with no medical reason
- stealing/hoarding of food
- inappropriately dressed - dirty, not the right clothes to keep dry or warm.
- unsupervised – hanging around
- lack of routine in the household – mealtimes and bedtimes
- falling behind in education and sport
- indiscriminate attachment to adults – strong attention, affection seeking or a severe lack of attachment to their own parent/caregiver
- tired or falling asleep at inappropriate times
- abuse of alcohol or drugs
- aggressive or destructive behaviour
- poor peer relationships, having few friends
- dulled emotional response or lack of expression or enthusiasm
- low self-esteem
- anxiety
- self-soothing behaviour such as rocking and sucking
- running away
- developmental lags with no apparent cause.

### **Neglect – adult indicators**

- puts own need ahead of child's
- fails to provide for child's basic needs
- demonstrates little or no interest in the child's life - does not attend sport and recreational activities or social events
- leaves the child alone or inappropriately supervised
- drug and alcohol misuse
- low mood
- seeks help but fails to carry through with help offered
- late to drop off and collect – may fail to collect the child
- 

- excuses and promises with no improvement in the care of the child.

### **Physical abuse – child indicators**

Especially when unexplained, inconsistent with explanation given or the story changes

- bruises, marks, cuts and abrasions
- burns
- repeated illnesses with no known cause
- blackeyes
- fractures and dislocations
- multiple, bruises, wounds or fractures at different stages of healing
- injuries or fractures in very young children, especially those not yet mobile
- inconsistent or vague explanations regarding injuries
- makes excuses for injury or story changes
- repeatedly injured
- injured but not receiving timely health care
- wary of adults or a particular person
- speaks aggressively to others
- fear and crying
- cringing or flinching if touches unexpectedly
- overly compliant and eager to please
- dresses to hide bruising or injuries
- runs away from home or is afraid to go home
- may regress (e.g. bed-wetting)
- general sadness
- violent to other children or cruel to animals.

### **Physical abuse – adult indicators**

- inconsistent or vague explanations regarding injuries
- threatens or hits the child in front of others
- speaks aggressively to or about the child
- reacts aggressively to questions about a child's injury or well-being
- makes you feel scared or frightened when you enquire about the child's well-being
- appears unconcerned about child's well-being
- states the child is prone to injuries or lies about how they occur
- delays in seeking medical attention
- may take the child to multiple medical appointments and seek medical treatment without an obvious need
- lacks empathy
- is cruel taking delight in overly rough play or taunting the child
- harsh parenting style who supports physical punishment.

**Sexual abuse – child indicators**

- unusual discharge, or excessive itching or pain in the genital or anal area
- stained or bloody underwear
- any injury, soreness or bleeding in the genital or anal area
- blood in urine or stools
- sexually transmitted infections
- pregnancy
- urinary tract infections
- discomfort in sitting or walking
- age or developmentally inappropriate sexual play, knowledge or language
- refuses to go home, or to a specific person’s home, for no apparent reason
- running away from home or going missing
- fear of a person, place, sound or smell
- mood swings or changes in temperament
- secrecy
- exchanging sexualised messages or images
- unexplained gifts, possessions or money that can’t be accounted for
- depression, anxiety, withdrawal or aggression
- self-harm, suicidal thought or intention, alcohol and drug abuse
- overly compliant
- extreme attention-seeking behaviours or extreme inhibition
- dresses inappropriately to hide bruising or injuries
- eating disorders
- compulsive behaviours.

**Sexual abuse – adult indicators**

- favours a particular child
- insists on physical affection
- rough play or tickling games
- invades the child’s privacy (e.g. during dressing, in the bathroom)
- manipulates situations to gain time alone with a child or children, for example, offering to babysit, extra coaching or tutoring
- overly interested in a child’s sexual development
- prefers to spend time with children and young people rather than adults or people of a similar age.

**Intimate partner violence**

**– child indicators**

- injuries consistent with physical abuse
- absenteeism from school
- worried and anxious in general or about a parent or siblings
- bullying or aggressive behaviour
- complaints of headaches or stomach ache with no apparent medical reason
- talking or describing violent behaviours
- bullying, aggressive behaviour
- disclosures of violent or emotionally abusive situations
- threats or cruelty to animals.
- substance misuse
- very distressed when witnessing violence
- severely shy, low self-esteem
- argumentative and aggressive
- difficulty concentrating.

**Intimate partner violence**

**– adult victim indicators**

- physical injuries
- depression or anxiety
- inconsistent explanations for injuries
- fearful
- submissive
- protective of abuser.

**Intimate partner violence**

**– perpetrator indicators**

- isolates and controls partner and children
- threatens, criticises, intimidates, uses aggressive and physical abuse towards partner and children
- minimises and denies own behaviour, or blames the victim for the perpetrator’s own behaviour
- stalking victim
- manipulating a person by forcing them to question their thoughts, memories, and events, making them question their own sanity.

### **Bullying – child indicators**

- physical injuries such as unexplained bruises
- problems with eating or sleeping, for example, nightmares, wetting the bed, etc
- self-harm
- belongings getting lost or damaged
- loses interest in school or activity
- not doing as well at school
- being afraid to go to school or activity
- few friendships, not being accepted by their peers
- no longer wants to participate in activities once enjoyed
- asking for, or stealing, money (to give to a bully)
- suddenly changes in behaviour
- thoughts about suicide
- substance misuse.

### **Cyberbullying – child indicators**

- spends a significant amount of time on the computer, and is unwilling to talk about
- seems upset, highly irritable or emotional after being on the computer, or after reading their text messages or email, etc
- frightened of going to school or activity
- constantly checking social media or worrying about comments
- defensive and upset when you ask about social media use
- sudden withdrawal from technology or a sudden change in computer or phone usage including suddenly stops using the computer
- become anxious about phone messages
- suddenly changes friends.

# APPENDIX 3 – BODY MAP

Name of child: \_\_\_\_\_

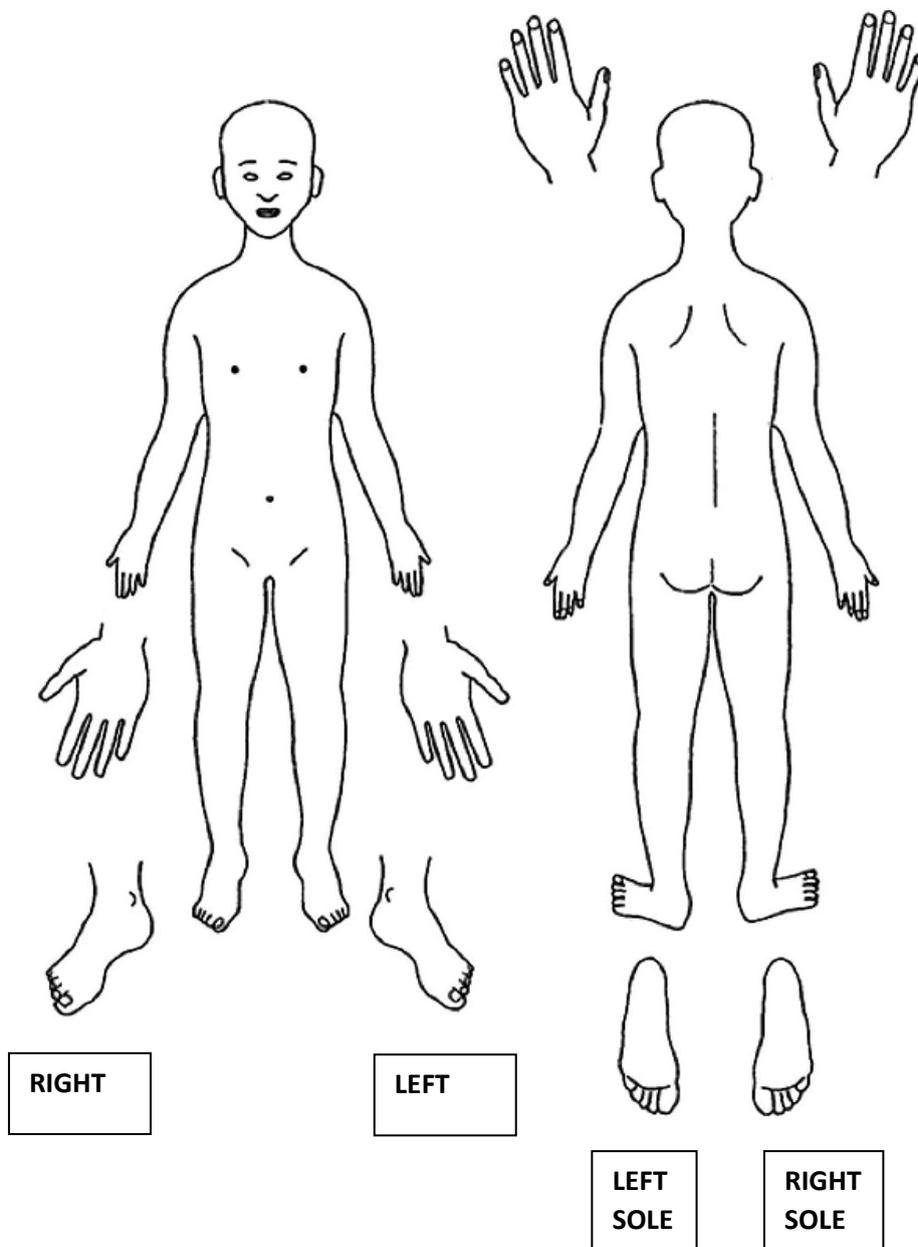
Date of birth: \_\_\_\_\_

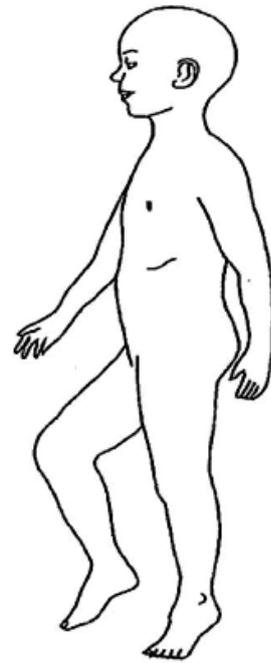
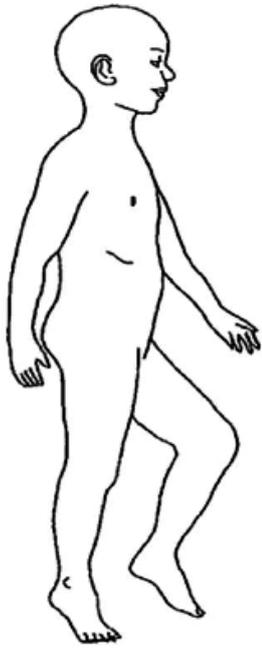
Date of recording: \_\_\_\_\_

Name of person recording: \_\_\_\_\_

Designation: \_\_\_\_\_

Signature: \_\_\_\_\_





***RIGHT***

***LEFT***

## APPENDIX 4 – MEDIA CONSENT FORM

**Event Name:**

**Event Date:**

**Participant's Name:**

**Participant's Date of Birth:**

I, (Parent/Guardian Name), hereby grant permission to NZ Esports and its authorized representatives to take and use photographs, video recordings, or digital images of my child, (Child's Name), for the purpose of promoting, publicizing, or reporting on the activities of NZ Esports and its events. This consent is given with the understanding that the images will be used in a responsible and appropriate manner, adhering to the NZ Esports Child Safeguarding Media Policy.

I understand that NZ Esports will:

- Take all reasonable steps to ensure that the images are used solely for the purposes they are intended.
- Not disclose any personal or identifying information about my child.
- Seek additional consent if the intended use of the images changes.

I acknowledge that I have the right to:

- Withdraw my consent at any time by providing written notice to NZ Esports.
- Request access to the images of my child held by NZ Esports.

By signing below, I confirm that I have read and understood the NZ Esports Child Safeguarding Media Policy and this consent form, and I agree to the terms and conditions outlined herein.

Parent/Guardian Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please return the completed form to the designated NZ Esports media liaison officer or event organizer.