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INTRODUCTION

1.1 POSITION OF THE FRED HOLLOWES FOUNDATION NZ

- The Fred Hollows Foundation NZ (“The Foundation”) is committed to the prevention of abuse and to the well-being of children, young people, and their families.
- The Foundation believes that all children and young people have equal rights to protection from abuse and exploitation regardless of their gender, race, religion, disability, social or cultural background, or any other distinguishing characteristic.
- The Foundation is committed to acting at all times in the best interest of the children and young people to whom The Foundation and its partners provide a service.
- The Foundation acknowledges that working in accordance with this policy requires staff to be trained and supported.
- The Foundation will ensure any disclosures about alleged abuse are acknowledged and that appropriate action is taken.

1.2 AIMS OF THIS POLICY

- To protect the rights and safety of all children who may come into contact with The Foundation during the course of our work.
- To provide guidance to Workers, Representatives and Partners on our position and expectations in relation to child protection.

1.3 APPLICATION OF THIS POLICY

- This policy and the accompanying Code of Conduct applies to all **Workers** and **Representatives** of The Foundation.
- The Code of Conduct is applicable to all **Partners** of The Foundation.

1.4 OTHER RELEVANT DOCUMENTS

- This policy should be read in conjunction with the following:
 - Information and Communication Technology Policy
 - Whistleblower Policy
 - Media and Communications Policies

DEFINITIONS

- **Child** means a person under the age of 18 years, as defined by the United Nations Convention on the Rights of the Child
- **Child abuse** means the harming (whether physically, emotionally, or sexually), ill-treatment, abuse, neglect, or deprivation of any child or young person.¹ See section 3.2 of this policy for further details and examples.
- **Child Protection Officer** means a Worker trained in child protection and appointed by The Foundation to act as a Child Protection Officer in accordance with this policy.
- **Children’s Worker** means any Worker or Representative, including but not limited to employees and contractors, who may have direct or indirect contact with children during the course of their engagement with The Foundation. For the purposes of this Policy, Children’s Workers generally include clinicians, trainers, photographers, and clinic management, although every position must be considered on a case-by-case basis.
- **FARR** means The Foundation’s Finance, Audit, Risk and Remuneration Committee (a subcommittee of The Foundation’s Board of Trustees).
- **The Foundation** means The Fred Hollows Foundation (NZ).
- **Partner** means people or entities that The Foundation conducts significant business with, including but not limited to programme partners.
- **Worker** means any employee, contractor or volunteer engaged by the Foundation.
- **Representative** means any person representing The Foundation, including but not limited to trustees and ambassadors.

BACKGROUND

3.1. LEGAL AND REGULATORY FRAMEWORK

- As a signatory to the UN Convention on the Rights of the Child (1989), New Zealand complies with Article 19 which undertakes to protect children from all forms of violence, abuse, neglect, maltreatment and exploitation. New Zealand has ratified the two Optional Protocols to the Convention on the Rights of the Child including the Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography. New Zealand has also ratified the International Labour Organization’s (ILO)’s Convention No. 182 Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (complemented by ILO Recommendation No. 190).
- This policy recognises the following New Zealand Acts of Parliament:
 - Section 144A of the Crimes Act 1961, which makes it an offence to engage or attempt to engage in sexual conduct with, or do an indecent act on, a child overseas, that, if done in New Zealand, would be an offence against the Crimes Act 1961 or against section 23(1) of the Prostitution Reform Act 2003.
 - The New Zealand Films, Videos, and Publications Classification Act 1993 and section 131B of the Crimes Amendment Act 2005, which outline the legal prohibitions against the

¹ Oranga Tamariki Act 1989, s 2(1).



creation, possession, and distribution of child pornography; and the “grooming” of children with the intention of engaging in acts of a sexual nature.

- Section 15 of the Oranga Tamariki Act 1989, which states that any person who believes that any child or young person has been, or is likely to be, harmed (whether physically, emotionally, or sexually), ill-treated, abused, neglected, or deprived may report the matter to a social worker or police.
- Where relevant, this policy recognises and follows principles and procedures described in the Vulnerable Children Act 2014, including procedures relating to screening and vetting our workforce, and implementing child protection policies. In accordance with the principles of the Act,² The Foundation will:
 - ensure that this policy is available on The Foundation’s website
 - report in our annual Performance Report that we have implemented a child protection policy
 - report in our annual Performance Report whether, or the extent to which, our contracts and funding arrangements recognise and protect children
- In addition to New Zealand legislation that sets legal restrictions on New Zealanders overseas, The Foundation expects all those to whom this policy applies to act in accordance with the above legislation and standards that relate to child protection at all times.

3.2. DEFINING AND IDENTIFYING CHILD ABUSE

- There are many forms of child abuse, including physical abuse, emotional abuse, sexual abuse, and neglect.
- Warning signs do not necessarily prove that a child has been abused. They are clues that signal that abuse may have occurred and that a child may require help or attention. Many signs could well be the result of something other than abuse and should be viewed in the context of the child’s whole situation.
- It is not always easy to identify and respond to child abuse, but it’s important for Workers and Representatives speak up, even if they are not sure.

Physical abuse

- Physical abuse is a non-accidental act on a child that results in physical harm. This includes, but is not limited to, beating, hitting, shaking, burning, drowning, suffocating, biting, poisoning or otherwise causing physical harm to a child. Physical abuse also involves the fabrication or inducing of illness.³

Warning signs of physical abuse⁴
<ul style="list-style-type: none"> ● Frequent injuries or unexplained bruises, burns, welts, cuts, fractures or dislocations ● Injuries may appear to have a pattern such as marks from a hand or belt ● Cannot recall how injuries occurred, or offers inconsistent explanations ● Shies away from touch, flinches at sudden movements, or seems afraid to go home

² Vulnerable Children Act 2014, s 16.

³ Child Matters *Creating a Safe Organisation* (Child Matters, Hamilton, 2014).

⁴ Child Matters *How can I tell? Recognising child abuse* (4th ed, Child Matters, Hamilton, 2014).



- Wears inappropriate clothing to cover up injuries, such as long-sleeved shirts on hot days
- Is violent toward animals or other children

Sexual abuse

- Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities (penetrative and non-penetrative, for example, rape, kissing, touching, masturbation) as well as non-contact acts such as involving children in the looking at or production of sexual images, sexual activities and sexual behaviours.⁵
- Adults have a duty of care which precludes developing a sexual relationship with or grooming of a child. A sexual relationship between an adult and a child will always be wrong, unequal and unacceptable. Sexual abuse can be committed by a relative, a trusted friend, an associate, or someone unknown to the child. Most sexual abuse is perpetrated by someone the child knows and trusts, such as a caregiver, a family friend, or someone in a position of authority like a school teacher, sports coach, or church member.⁶

Warning signs of sexual abuse⁷

- Unusual or excessive itching or pain in the genital or anal area
- Displays knowledge in sexual acts inappropriate to their age
- Age-inappropriate sexual play with toys, self, or others
- Makes strong efforts to avoid a specific person, without an obvious reason
- A sexually transmitted infection or pregnancy, especially under the age of 14
- Fear of certain people or places
- Comments such as “I’ve got a secret” or “I don’t like Uncle”

Emotional abuse

- Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effect on the child’s emotional development. This can include a pattern of rejecting, degrading, ignoring, isolating, corrupting, exploiting or terrorising a child. It may also include age or developmentally inappropriate expectations being imposed on children. It also includes seeing or hearing the ill treatment of others.⁸

Warning signs of emotional abuse⁹

- Excessively withdrawn, fearful, or anxious about doing something wrong
- Shows extremes in behavior (extremely compliant, demanding, passive, aggressive)
- Doesn’t seem to be attached to the parent or caregiver
- Acts either inappropriately adult (taking care of other children) or inappropriately infantile (thumb-sucking, throwing tantrums)

⁵ Child Matters *Creating a Safe Organisation* (Child Matters, Hamilton, 2014).

⁶ Child Matters *Creating a Safe Organisation* (Child Matters, Hamilton, 2014).

⁷ Child Matters *How can I tell? Recognising child abuse* (4th ed, Child Matters, Hamilton, 2014) at [13-17].

⁸ Child Matters *Creating a Safe Organisation* (Child Matters, Hamilton, 2014).

⁹ Child Matters *How can I tell? Recognising child abuse* (4th ed, Child Matters, Hamilton, 2014).



Neglect

- Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, causing long term serious harm to the child's health or development. It may also include neglect of a child's basic or emotional needs.

Warning signs of neglect¹⁰

- Clothes are ill-fitting, filthy, or inappropriate for the weather
- Hygiene is consistently bad
- Untreated illnesses and physical injuries
- Is frequently unsupervised or left alone or allowed to play in unsafe situations
- Poor school performance or attendance
- Discloses that parents are absent or that basic needs are not being met

RESPONSIBLE STAFF MEMBERS

- The Executive Director is responsible for promoting the policy within The Foundation; for holding Workers and Representatives accountable to the policy; and for taking the lead role in the event of a possible or actual breach of this policy, the code of conduct, or relevant law.
- The designated Child Protection Officer(s) are responsible for supporting the Executive Director with the above responsibilities; and for supporting Workers and Representatives to understand and implement the policy.

TRAINING

- All Workers and Representatives will receive a copy of this policy and code of conduct.
- All Children's Workers will be trained:
 - to recognise and respond to possible and actual cases of child abuse
 - on professional social interaction with children
 - on professional physical interaction with children, including:
 - working within New Zealand health and safety regulations
 - awareness of, and sensitivity to, cultural and religious views about professional physical interaction
 - awareness of, and sensitivity to, issues of gender
- Responsibility for the above steps rests with the People and Capability Manager.

COMMUNICATIONS, MEDIA, AND DIGITAL TECHNOLOGY

- The Foundation's Marketing, Fundraising and Communications policies set out how The Foundation meets its legal and ethical responsibilities in our communications, including photography. The Foundation has an ethical responsibility to preserve the dignity of the people we photograph, and to provide a dignified and accurate visual representation of the people with whom we work.

¹⁰ Child Matters *How can I tell? Recognising child abuse* (4th ed, Child Matters, Hamilton, 2014).



Photographers and their photos must be culturally sensitive and appropriate; and photographers must only ever take photos of subjects in suitable dress.

- Particular privacy standards apply to child subjects. Photos and stories of children must never be accompanied by detailed information which could enable the child to be identified or located. Furthermore, a child's full name must never be used in any external publication.
- While parental or guardian consent is required for photographs or media of children, The Foundation recognises that children, particularly older children, have autonomy to make decisions about appearing in photographs. If a child is able to give consent, their informed consent must be obtained before taking their photograph. Further, photographers must not participate in making or disclosing photographs or recordings of children who lack capacity to give consent, where the photographer believes they may be harmed or distressed by making the recording or by its disclosure or use, even if a parent or guardian has given consent.

PROGRAMME MANAGEMENT

- The Foundation will assess the risks to children for every new programme and significant project.
- Risks to children under existing programmes and projects will be managed through The Foundation's risk management framework and related systems.
- The Foundation, through its partnerships with Ministries of Health, may collect medical and personal information about children accessing our programmes. The Foundation will make every reasonable effort to ensure information about children is used only for the purpose for which it was gathered and that it is stored in a secure environment.
- The Foundation will ensure that any research it conducts (or in which the Foundation is significantly involved) that involves or may involve children, has policies, protocols and appropriate ethics procedures that specifically address child protection.

POLICY AUDIT AND REVIEW

- The Child Protection Officers are responsible for auditing the implementation of this policy annually.
- This policy will be subject to an annual review by The Foundation's Board of Trustees.
- The Country-specific guidelines contained in Annex 1 will be updated by the Child Protection Officers annually.

PROCEDURES

9.1 POSSIBLE OR ACTUAL BREACHES OF THIS POLICY

The following procedures will be followed if any person to whom this policy applies suspects, observes, is notified, or otherwise becomes aware of an allegation of child abuse by a Worker, Representative, or person associated with The Foundation and/or our programmes. All persons to whom this policy applies must be made aware that they can contact a Child Protection Officer for advice if they are not sure whether or not the situation constitutes child abuse.



Responsible person(s)	Procedure for possible or actual breach of Child Protection Policy
<p>Person first aware of the suspected, alleged or observed incident</p>	<ol style="list-style-type: none"> 1. Consider the best interests of the child Take all reasonable steps to ensure the child is safe. Any actions taken under this policy must be in the best interests of the child. 2. Make a report <ol style="list-style-type: none"> 2.1. If the child is in immediate danger, contact police immediately. Contact emergency medical services if required (see Annex 1 for contact details). 2.2. Every person to whom this policy applies must report any suspected, alleged or observed incidents of child abuse to the Executive Director and a Child Protection Officer as soon as possible (regardless of whether or not a report has also been made to police). 2.3. If the allegation concerns the Executive Director: report to a Child Protection Officer and the Chair of the FARR Committee. 2.4. If the allegation concerns the Child Protection Officer: report to the Executive Director and the Chair of the FARR Committee.
<p>Executive Director and Child Protection Officer (and Chair of FARR Committee, if required)</p>	<ol style="list-style-type: none"> 3. Report to police and social services <ol style="list-style-type: none"> 3.1. The Child Protection Officer must work with the Executive Director to report to police and social service agencies. 3.2. If the child is in immediate danger or if a crime is suspected, contact Police immediately (see Annex 1 for contact details). 3.3. If the child is not in immediate danger but there are concerns for the child’s wellbeing, contact the relevant social service agency or non-government organisation (see Annex 1 for contact details). 3.4. If the allegation is made against a New Zealand citizen or resident, The New Zealand police and Oranga Tamariki must be informed of the allegation, even if the citizen/resident was working or travelling overseas at the time of the alleged incident. 3.5. If the allegation is made against an Australian citizen or resident, The Australian police must be informed of the allegation, even if the citizen/resident was working or travelling overseas at the time of the alleged incident. 4. Protection of information <ol style="list-style-type: none"> 4.1. The Executive Director and the Child Protection Officer must take reasonable steps to protect information about the allegation, taking into account the safety of the child, the safety of the person reporting the allegation, as well as the need for thorough and secure recording of the allegation and investigation process. Such information is only to be shared on a need-to-know basis.



Responsible person(s)	Procedure for possible or actual breach of Child Protection Policy
<p>Executive Director and Child Protection Officer (and Chair of FARR Committee, if required)</p>	<p>5. Management of person against whom the allegation is made</p> <p>5.1. Where possible, a separate individual should be appointed to work with the person against whom the allegation is made in terms of employment or partnership issues.</p> <p><i>If the allegation is made against a Worker or Representative of The Foundation</i></p> <p>5.2. The Worker or Representative will normally be suspended while investigation is conducted (this may be on full pay).</p> <p>5.3. This does not imply guilt but rather protects all parties while the matter is being investigated.</p> <p>5.4. The person against whom the allegation is made must not have any contact (either supervised or unsupervised) with the child involved in the alleged incident during the investigation.</p> <p>5.5. The person against whom the allegation is made must not have any unsupervised contact with any other children during the course of their work while the investigation is underway.</p> <p>5.6. The Executive Director and Child Protection Officer (or the Chair of the FARR Committee as appropriate) must conduct a risk assessment to determine if it is appropriate for the person against whom the allegation is made to have contact with other children during the course of their work while the investigation is underway (if the Worker or Representative has not been suspended for the course of the investigation).</p> <p><i>If the allegation is made against an employee or representative of a Partner</i></p> <p>5.7. Where the Executive Director deems it appropriate, the relationship with the partner organisation may be suspended during the investigation.</p> <p>5.8. If the Foundation continues to work with the partner organisation, it must:</p> <p>5.8.1. ensure the person against whom the allegation is made does not have any contact (either supervised or unsupervised) with the child involved in the alleged incident during the investigation;</p> <p>5.8.2. ensure the person against whom the allegation is made does not have any unsupervised contact with any other children during the course of the partnership while the investigation is underway;</p> <p>5.8.3. conduct a risk assessment to determine if it is appropriate for the person against whom the allegation is made to have contact with other children during the investigation (if the partnership has not been suspended).</p>



Responsible person(s)	Procedure for possible or actual breach of Child Protection Policy
Executive Director and Child Protection Officer (and Chair of FARR Committee, if required)	<p>6. Investigations</p> <p>6.1. The Foundation will comply and assist to the fullest extent possible with any criminal investigation</p>
Executive Director and Child Protection Officer (and Chair of FARR Committee, if required)	<p>7. Management of substantiated cases of abuse</p> <p>7.1. Substantiated cases of abuse will lead to:</p> <p>7.1.1. In the case of an employee: summary dismissal.</p> <p>7.1.2. In the case of a contractor or consultant: termination of their contract. Contractors and consultants will not be remunerated for contracted time after an allegation of abuse is substantiated.</p> <p>7.1.3. In the case of a trustee: removal from the Board.</p> <p>7.1.4. In the case of any other person associated with the Foundation or its programmes: termination of the association.</p>
Executive Director and Child Protection Officer (and Chair of FARR Committee, if required)	<p>8. Management of unsubstantiated cases of abuse</p> <p>8.1. If, after investigation by police, the allegation remains unsubstantiated, or if a police investigation was not required, the Executive Director, Child Protection Officer and, if relevant, the Chair of the FARR Committee will conduct an internal investigation to determine if a breach of this policy occurred.</p> <p>8.2. If a breach of this policy occurred, The Foundation may take disciplinary action against the person against whom the allegation was made, including dismissal. The Foundation may also require the person against whom the allegation was made to undergo Child Protection training.</p>

9.2 RECRUITMENT AND PERSONNEL SELECTION

All Worker and Representatives will be designated as either Children’s Worker or Non-Children’s Worker based on their job description or terms of reference. Decision of Children’s Worker Status will be determined by a Child Protection Officer. This decision will guide whether the standard recruitment and personnel selection procedure or Children’s Worker recruitment and personnel selection procedure are followed.

The following child-safe recruiting and screening procedures will be undertaken during the recruitment, selection and induction process for all Children’s Workers:

Advertising positions

- Advertisements for all roles (including trustees, employees, volunteers, and contractors) must including the following statement:

The Foundation operates rigorous recruitment and selection procedures that reflect our commitment to child protection.



Before employment

Identity confirmation, either by:

- Use of an electronic identity credential (eg RealMe) and a search of personnel records to check that the identity has not been claimed by someone else, or
- Follow the regulatory process to provide confidence that:
 - The identity exists by checking an original primary identity document (e.g., passport, driver's licence, birth certificate, visa or citizenship certificate);
 - The identity is a 'living' identity and the potential children's worker uses that identity in the community by checking an original secondary identity document (recent tenancy agreement, bank statement, electoral enrolment, motor vehicle registration, educational report or reference, proof of age card, student ID card);
 - The potential children's worker links to the identity either by checking an identity document that contains a photo or by using a referee;
 - Searching personnel records to check that the identity has not been claimed by someone else.
- An interview of the potential children's worker (may be via skype or telephone). A person with knowledge of child protection issues (such as a Child Protection Officer) must be on the interview panel and ask child protection-related questions. The People & Capability Manager has additional information on appropriate interview questions.
- Obtaining and considering a work history, covering the preceding five years, provided by the potential worker. The interview panel must investigate any suspicious gaps in employment history.
- Obtaining and considering information from at least two referees, not related to the worker or their extended family. One referee must be the applicant's current employer (or their most recent employer if they are currently unemployed). Reference checks must include questions about the applicant's suitability for working with children.
- Seeking information from any relevant professional organisation, licensing authority, or registration authority, including confirmation that the potential worker is a member of the organisation, or currently registered or licensed, and if they have any information that The Foundation should know.
- *For applicants outside New Zealand and for applicants who have lived in any country outside of New Zealand for more than six months since the age of 18:* obtaining and considering information from a police vet (or other national background check that is most similar to the New Zealand police vetting system) from all jurisdictions where the applicant has lived for more than six months since the age of 18. Note that police vetting must be repeated for each Children's Worker every three years.
- *For applicants who have not lived outside New Zealand for more than six months since the age of 18:* obtaining and considering information from a New Zealand police vet unless at least three-yearly NZ Police vetting is already a condition of the applicant holding professional registration or a practicing certificate (and the specified organisation and confirmed that the registration or certificate is current). Note that police vetting must be repeated for each Children's Worker every three years.



- Evaluation of the above to assess the risk the potential worker would pose to the safety of children if employed or engaged. Note that risk assessments must be repeated every three years to consider any new information arising from recent police vets.

In the case of non-Children's Workers, a criminal record check (or most similar background check that exists in the relevant jurisdiction) from all jurisdictions where the applicant has lived for more than six months since the age of 18, and a minimum of two reference checks (including a reference check from the applicant's current employer, or their most recent employer where the applicant is currently unemployed) will be carried out and considered. Note that criminal record checks must be repeated every three years.

All Workers and Representatives (whether or not they are Children's Workers) will be provided with a copy of this Policy and associated Code of Conduct, and will be required to agree to the terms of this Policy and the associated Code of Conduct within two weeks of commencement. Contractors must agree to the Policy and Code of Conduct before their consultancy begins.

Version Control			
Version No.	Purpose/Change	Author	Date
4.0	Include definition of a Child; strengthen background checking procedures.	Legal & Development Effectiveness Manager	15.03.18
3.0	Review.	Legal & Development Effectiveness Manager	23.11.17



THE FRED HOLLOWES FOUNDATION NZ CHILD PROTECTION CODE OF CONDUCT

The Fred Hollows Foundation NZ strongly condemns all forms of child abuse and categorically states that it is unacceptable in any circumstance. We are committed to ensuring a safe environment for all children with whom we come in contact during the course of our work.

As a representative of The Fred Hollows Foundation NZ, I commit to abiding by this Code of Conduct which requires me to:

- Be respectful of children's rights, background, culture and beliefs as set out in the UN Convention on the Rights of the Child.
- Conduct myself in a manner consistent with my position as a positive role model to children and as a representative of The Fred Hollows Foundation NZ.
- Follow organisational policy and guidelines concerning the safety of children as outlined in FHFNZ's Child Protection Policy.
- Abide by all relevant Australian, New Zealand and local law relating to child protection. Note that Australian and New Zealand citizens are subject to the extraterritorial legislation of their respective countries and can be convicted of offences against children even if the offences are committed offshore.

Ensure that, in any dealing with children during the course of my work, I:

- Do not hit, physically harm or mistreat children.
- Refrain from any sexual act or behaviour towards children and young people, including using sexually suggestive language.
- Make every attempt not to spend unnecessary or excessive amounts of time alone with children.
- Refrain from inappropriate physical contact with children.
- Avoid acting in ways that shame, humiliate, degrade or otherwise perpetrate any form of psychological harm against a child.
- Refrain from developing relationships with children that could be deemed exploitative or abusive in any way. This includes the "grooming" of children with the intention of engaging in acts of a sexual nature.
- Refrain from discriminating against, showing differential treatment or favouring particular children to the exclusion of others.
- Never hire a child for any form of labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury.
- Respect the confidentiality of a child's personal information so that their dignity and safety is not compromised.
- Refrain from photographing children or using their photographs in programme or promotional materials without following the Foundations relevant policies.
- Report any possible or actual breaches of this Code of Conduct by staff, representatives or associates to the relevant people as set out in this policy as soon as I become aware of the situation.

I HAVE READ THE CHILD PROTECTION POLICY AND CODE OF CONDUCT AND AGREE TO ABIDE BY THEM AT ALL TIMES. I UNDERSTAND THAT NON-COMPLIANCE WITH THE POLICY OR CODE OF CONDUCT MAY RESULT IN DISCIPLINARY ACTION, INCLUDING TERMINATION.



CONTACT DETAILS FOR POLICE AND SOCIAL SERVICE AGENCIES

New Zealand

Organisation	Contact details	Notes
Police	111	Contact police if you suspect serious abuse or neglect; if there is danger of death or harm; or if anybody's safety is compromised.
Child, Youth and Family Services	0508 FAMILY (0508 326 459) or if calling from overseas or need 24/7 line: +64 9 912 3820	Contact Child, Youth and Family if injuries seem suspicious; if interactions between child and caregiver seem angry, threatening or aggressive; if other risk factors exist; or if otherwise necessary.

Papua New Guinea

Organisation	Contact details	Notes
Emergency	000	Contact police if you suspect serious abuse or neglect; if there is danger of death or harm; or if anybody's safety is compromised.
Police	+675 422 3233 +675 422 3243	Contact police if you suspect serious abuse or neglect; if there is danger of death or harm; or if anybody's safety is compromised.
Catholic Children's Ministry PNG	Phone: 4222599 Email: smcgadd@gmail.com	For professional advice from social service workers.
Family Health International	Toll free confidential number: 71508000	Contact for medical advice, treatment, and counselling.
UNICEF	Phone: +675 321 3000 Email: portmoresby@unicef.org	Contact Child Protection Officers at UNICEF Port Moresby for advice

Solomon Islands

Organisation	Contact details	Notes
Police	999	Police backup line in Honiara is 23800. This number is only available during office hours.
Seif Ples (gender-based violence/family support; crisis assistance)	123	Alternative phone number: 24677



Fiji

Organisation	Contact details	Notes
Police	917	Contact police if you suspect serious abuse or neglect; if there is danger of death or harm; or if anybody's safety is compromised.
Fiji Sexual Offenses Unit (Toorak)	3318525 / 3318520	Contact in case of emergency/threat to a child.
Wellness Centre for Women (CWM Hospital, Suva)	3215435	Contact in case of emergency/threat to a child/parent/woman.
Department of Social Welfare <i>Hours: 8am – 4pm</i>	3315585	Responsible for responding to child abuse, violence against women and children. Contact if a child is not at immediate risk but you suspect child abuse or assault.

Save the Children provide information on additional organisations here:

<http://www.savethechildren.org.fj/wp-content/uploads/2015/03/CONTACT-AREA-Contact-List.pdf>

Other Pacific Island countries

Always contact local police/emergency services if anybody's safety is compromised. UNICEF may be able to provide further advice in non-emergency situations:

Organisation	Contact details	Notes
UNICEF Pacific Multi-Country Office	(679) 3300439 suva@unicef.org	Contact Child Protection Officers at the UNICEF Multi-Country office (or UNICEF relevant)