

## Child Protection Policy

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## 1. Introduction

- 1.1 This policy requires all NZALS employees to share in the organisation's commitment to support and protect vulnerable children and to report situations where they have concerns that a child is being, or is suspected of being, abused or neglected.
- 1.2 The Government has introduced a suite of legislative, policy and service delivery initiatives to improve how we identify and respond to the needs of vulnerable children.
- 1.3 Under the provisions of Part 2 of the [Vulnerable Children Act 2014](#), the NZALS (along with other State services and organisations providing government-funded services to children and families) is required to have a Child Protection Policy (CPP) to set out our commitment to building a culture of child protection and to provide information on how employees are expected to respond when they have concerns about the safety and well-being of children.
- 1.4 This CPP is for all NZALS employees. For the purposes of this policy, 'employee' is defined as all permanent, fixed term, part-time, contracted and volunteers employed/engaged by NZALS

## 2. Purpose statement

- 2.1 The purposes of this policy are to:
  - (a) Protect the safety and promote the wellbeing of vulnerable children, who are receiving services from any employee of NZALS; or are associated with adults who are receiving services from any employee of NZALS.
  - (b) Assist employees to respond appropriately when child abuse or neglect is suspected or identified.
  - (c) Assist employees to respond to the needs of the many vulnerable children who come to the notice of the NZALS without the presence of indicators of abuse or neglect.

## 3. Policy scope

- 3.1 This policy applies to all employees and should be used wherever abuse or neglect is suspected or identified.

## 4. Policy principles

- 4.1 The right of children to be protected from abuse and neglect is a fundamental human right.
- 4.2 The protection of children is a priority for NZALS and we accept that we have organisational and individual responsibilities to act to protect the safety of vulnerable children.

## 5. Organisational commitment to child protection

- 5.1 Our leadership team will ensure that:
  - (a) There is an organisation-wide policy for the appropriate response to, and management of, reports of suspected or confirmed child abuse and neglect and the identification of vulnerable children.
  - (b) The Child Protection Policy and procedures comply with legislative requirements, the principles of the Treaty of Waitangi and best practice standards.
  - (c) Organisation-wide procedures exist to provide appropriate adequate support for an employee that may witness or be dealing with child abuse and neglect.
  - (d) The NZALS commits to using safer recruitment procedures, including compliance with any requirements in the [Vulnerable Children Act 2014](#).

The NZALS will take steps to ensure that:

- all employees are conversant with our Child Protection Policy and related procedures
- all employees understand the statutory referral processes and management of identified or suspected child abuse and neglect
- all employees know how to seek advice when child abuse is suspected or identified
- employees receive information about the policy, access to training and/or resource material and periodic updates appropriate to their areas of work and roles in the organisation
- frontline employees will be able to identify the signs and symptoms of potential abuse and neglect, identify vulnerable children, and will take appropriate action in response
- relationships with patients/service users are open and transparent. This includes being willing to share concerns about child safety issues with the family/whānau unless this would result in an escalation of risk
- the services NZALS provides to children and families contribute to improving the wellbeing of vulnerable children

- lawful and effective information sharing and consistent communication between NZALS employees and other agencies is the foundation for sound decision-making to keep children safe
- NZALS will support employee to work with partner agencies and community organisations to best ensure child protection practices are consistent, of a high quality, and always comply with relevant legislative responsibilities.

## 6. Our responsibilities and expectations

### Support for employees

- 6.1 In order to support employees to implement this policy a range of resource material and procedural advice is attached as appendices. An online *ChildSafe* training module is being considered for frontline employees who work directly with children and families.

### Confidentiality and information sharing

- 6.2 The Privacy Act 1993 and the Children, Young Persons, and their Families Act 1989 allow information to be shared to keep children safe when abuse or suspected abuse is reported or investigated. Note that, under sections 15 and 16 of the Children, Young Persons, and their Families Act, any person who believes that a child has been, or is likely to be, harmed physically, emotionally or sexually or ill-treated, abused, neglected or deprived may report the matter to Child, Youth and Family or the Police and, provided the report is made in good faith, no civil, criminal or disciplinary proceedings may be brought against them.

### Review

- 6.3 This Policy will be reviewed in 12 months from the date of signing and every two years thereafter or as required. These reviews will be comprehensive, and take into account the views of employees/stakeholders, and lessons-learned.

## 7. Specific responsibilities

- 7.1 This policy outlines NZALS' responsibilities and expectations of how employees should respond when they come across situations where child abuse or neglect is suspected or identified. Employees who understand their responsibilities under this policy and act appropriately will make a significant contribution to helping keep children safe.
- 7.2 Statutory responsibility to investigate allegations of child abuse in New Zealand rests with Child, Youth and Family (CYF) and the Police. These statutory agencies operate collaboratively under the provisions of a joint Child Protection Protocol when responding to situations of serious child abuse - <http://doogie.ssi.govt.nz/documents/resources/helping-cyf-clients/procedures-manuals/interagency-agreements/final-child-protection-protocol.pdf>

7.3 Under this Child Protection Policy, **all employees** are required to:

- know that the policy exists and know where to locate it if required
- have an understanding of what the policy covers and what to do if they come across child abuse and neglect
- seek advice from their manager or colleagues in NZALS who have child protection knowledge and skills, including HR Manager
- take steps to ensure that any concerns about actual or suspected abuse are reported to CYF or the Police. In most cases that will involve making a Report of Concern to the CYF National Contact Centre – 0508 FAMILY (refer to Appendix 1 for further details), but in situations where a child is believed to be in imminent danger, this should be reported immediately to Police via 111.

7.4 In addition, our goal is that frontline employees are able to identify vulnerable children. To enable them to do this they will:

- be able to recognise the potential indicators of abuse or neglect
- be able to recognise the potential indicators of abuse and neglect of disabled children
- be aware of the risk that persons and situations may pose to children
- access available child protection information and training, appropriate to their role
- generally be able to distinguish between situations that call for a Report of Concern to be made to CYF and/or Police and those situations where the child's vulnerability is at the lower end of the risk continuum and where a referral to community social services agencies for support is more appropriate. If the level of risk/concern is uncertain, employees should contact the CYF National Contact Centre for advice
- make sure a factual account of their concerns and actions taken are recorded.

7.5 Where a report of concern has been made to CYF or the Police and an investigation or assessment is about to commence, NZALS employees **must not**:

- contact the suspected person for any reason connected with the report of concern.
- discuss the case with anyone that is not connected directly with the investigation.

7.6 The primary focus of this policy is to ensure that employees understand the NZALS' expectations in relation to the reporting of suspected child abuse and neglect to the statutory agencies – Child, Youth and Family and the Police. However, there will be situations where children are considered vulnerable, but where the involvement of statutory agencies will be inappropriate, particularly in situations where the levels of vulnerability or concern are not related to abuse or neglect and where families are actively seeking help. In those situations employees are encouraged to help families to access other community support services.

Party	Responsibilities
All Personnel	<ul style="list-style-type: none"> <li>• Understand and adhere to this policy</li> <li>• Be aware of the principles and processes in this policy</li> <li>• Be aware of, and alert to, potential indicators of abuse or neglect</li> <li>• If they have contact with children as part of their job or manage employees who have contact with children, understand how to identify and report child abuse and neglect</li> <li>• Record a factual account of any concerns they have, or that are brought to their attention. This should be in writing and given to the Regional Manager</li> <li>• Appropriately refer those reports and concerns to Regional Manager immediately, who will then contact external agencies if appropriate.</li> </ul>
Privacy Officer	<ul style="list-style-type: none"> <li>• Remain informed of current legislative requirements</li> <li>• Advise on all Privacy requirements when sharing information internally and externally on vulnerable children.</li> </ul>
HR Manager	<ul style="list-style-type: none"> <li>• Ensures this policy is regularly reviewed</li> </ul>
Chief Executive and Managers	<p>Ensure employees:</p> <ul style="list-style-type: none"> <li>• Understand and adhere to this policy</li> <li>• Are aware of the principles and processes in this policy</li> <li>• That have contact with children as part of their job, understand how to identify and report child abuse and neglect</li> <li>• If responsible for contracted or approved services, assess and ensure service providers understand the requirement for, and have in place, a child protection policy</li> <li>• Escalates concerns to designated person for child protection about the application or interpretation of the policy</li> <li>• Responsible to ensure that all employees are aware of the policy, its contents and the implementation of the policy.</li> </ul>
The Board	<ul style="list-style-type: none"> <li>• Overall responsibility for this Policy rests with the board</li> </ul>

## 8. Legal compliance

- [Oranga Tamariki Act 1989](#) - Children's and Young People's Well-being Act 1989
- [Privacy Act 1993](#)
- [Crimes Act 1961](#)
- [Human Rights Act 1993](#)
- [Domestic Violence Act 1995](#)
- [Care of Children Act 2004](#)
- [Vulnerable Children Act 2014](#)
- [United Nations Convention on the Rights of the Child](#)
- [Employment Relations Act 2000](#)
- [Health and Safety at Work Act 2015](#)

## 9. Related Policies, Procedures and Forms

- [Recruitment Policy](#)
- [Privacy Policy](#)
- [Code of Conduct Policy](#)
- [Managing Bullying, Harassment, and Discrimination in the Workplace Policy](#)
- [Complaint Policy - Amputee, Family, Whānau](#)
- [Personal Grievances Policy](#)
- [Health & Safety Policy and Responsibilities](#)
- [Discipline Policy](#)
- [Data Protection Policy](#)
- [Selecting and Appointing a New Employee Guidelines](#)

## 10. Reference documents and websites

- How Can I Tell? Recognising When a Child Or Family Needs Help, Child Matters, [www.childmatters.co.nz](http://www.childmatters.co.nz)
- The White Paper for Vulnerable Children, [www.childrensactionplan.govt.nz/action-plan/white-paper](http://www.childrensactionplan.govt.nz/action-plan/white-paper)
- Working Together to Keep Children and Young People Safe Guide, Child Youth and Family – link to download guide is on this page: [www.cyf.govt.nz/working-with-others/working-together-to-keep-children-and-young-people-safe](http://www.cyf.govt.nz/working-with-others/working-together-to-keep-children-and-young-people-safe)
- [www.areyouok.org](http://www.areyouok.org)
- <https://www.mvcot.govt.nz/working-with-children/childrens-teams/>
- Sharing information about vulnerable children – Office of the Privacy Commissioner website: <https://www.privacy.org.nz/privacy-for-agencies/sharing-information-about-vulnerable-children/>. See also:
  - Sharing information of families and vulnerable children. A guide for interdisciplinary groups.
  - The escalation ladder infographic.

## 11. Revision History

Author	Version number	Version date	Description of changes
Human Resources & Workforce Planning Manager	1.0	August 2017	New policy

## Appendix 1

### Responding to suspected abuse or neglect - Report of Concern

In all cases where a member of NZALS has a concern about a child's safety or wellbeing they will report this to their manager/supervisor. This needs to be done in a timely manner to best ensure the safety of the child.

When the concern is about actual or suspected abuse or neglect, this is to be reported to the **Child, Youth and Family National Contact Centre on 0508 FAMILY (0508 326 459)**.

<b>Dealing with suspected abuse</b>	
The basic principles of dealing with disclosure are:	
<b>Respond to the person</b>	Believe what they tell you and what you see.
<b>Record</b>	Record all initial statements and observations and concerns immediately to avoid misinterpretations or confusion at a later date. Record any decisions made and actions taken.
<b>Consult</b>	Do not make decisions alone. Consult with your Line Manager and make contact with someone with child protection knowledge.  Refer to this Child Protection Policy.
<b>Ensure the safety of the child</b>	Always take action in the short term to ensure the immediate safety of the child. If there is imminent risk call Police on 111. If in doubt, contact CYF National Contact Centre (0508 FAMILY).
<b>Report</b>	Decide to act on your concerns. Do not leave it to someone else or hope it will not happen again. Report your concerns to your Line Manager and/or CYF National Contact Centre (0508 FAMILY).
<b>Get support</b>	Get support for yourself. There is support available through the Employee Assistance Programme service and your immediate manager

### Responding to a child when the child discloses abuse

If a disclosure is received directly from a child, the following steps should be taken:

Listen to the child	Disclosures by children are often subtle and need to be handled with particular care, including an awareness of the child's cultural identity and how that affects interpretation of their behaviour and language.
Reassure the child	Let the child know that they are not in trouble and have done the right thing.
Ask open-ended prompts – e.g. "What happened next?"	Do not interview the child (in other words, do not ask questions beyond open prompts). Do not make promises that can't be kept, e.g. "I will keep you safe now".
If the child is visibly distressed	Provide appropriate reassurances and re-engage in appropriate activities under supervision until they are able to participate in ordinary activities.
If the child is not in immediate danger	Re-involve the child in ordinary activities and explain what you are going to do next.
If the child is in immediate danger	Contact the Police immediately via 111
As soon as possible formally record the disclosure	Record: <ul style="list-style-type: none"><li>• what the child said, word for word</li><li>• the date, time and who was present</li></ul>

Recording and notifying Child, Youth and Family of suspected child abuse or neglect:		
What process to follow	For example	Key considerations
Recording	<p>Formally record:</p> <ul style="list-style-type: none"> <li>• anything said by the child</li> <li>• the date, time, location</li> <li>• names of any people that may be relevant</li> <li>• the factual concerns or observations that have led to the suspicion of abuse or neglect (e.g. any physical, behavioural or developmental concerns)</li> <li>• the action taken by your business unit</li> <li>• any other information that may be relevant.</li> </ul>	Relevant information can inform any future actions.
Decision- making	Discuss any concerns with your Line Manager.	No decisions should be made in isolation.
Notifying authorities	<p>Notify Child, Youth and Family promptly if there is a belief that a child has been, or is likely to be, abused or neglected.</p> <p>A phone call to the National Contact Centre is the preferred initial contact with Child, Youth and Family (see below) as this enables both parties to discuss the nature of the concerns and appropriate response options.</p> <p>Phone: 0508 FAMILY (0508 326 459) Email: <a href="mailto:cyfcallcentre@cyf.govt.nz">cyfcallcentre@cyf.govt.nz</a></p>	<p>Child, Youth and Family will:</p> <p><input type="checkbox"/> make the decision to inform the parents or caregivers</p> <p><input type="checkbox"/> advise what, if any, immediate action may be appropriate, including referring the concern to the Police.</p>

<p>Following the advice of Child, Youth and Family</p>	<p>Child, Youth and Family advice will include what, if any, immediate action may be appropriate, including referring the concern to the Police.</p>	<p>Child, Youth and Family is responsible for determining whether an investigation is necessary/desirable. Child, Youth and Family will decide whether they need to work with the family/whānau or put them in touch with people in their community who can help.</p>
<p>Storing relevant information</p>	<p>Securely store:</p> <ul style="list-style-type: none"> <li>• the record of the concern</li> <li>• a record of any related discussions (including copies of correspondence, where appropriate)</li> <li>• a record of any advice received</li> <li>• the action your service line took, including any rationale for this concern alongside any earlier concerns, if the notification is based on an accumulation of concerns (rather than a specific incident).</li> </ul>	<p>Records assist in identifying Patterns.</p>

### Response when the allegations relate to a NZALS employee

Once a manager/supervisor receives an allegation of abuse or neglect that relates to a NZALS employee, the manager must contact the CEO.

The CEO will involve the Human Resources department, who will consult with the manager of the employee of concern. If an employment investigation is required, Human Resources will advise the next steps and continue to provide advice and assistance to the employee's manager until the matter is brought to a conclusion.

NZALS policy on managing employee issues will apply.

It is important that the responsible manager and Human Resources liaise closely with the CYF or Police Officer undertaking the child abuse investigation to ensure that the employment investigation and the abuse investigation processes are not compromised.

## Appendix 2

### Defining child abuse and neglect

#### Child abuse

This Child Protection Policy is created as a requirement of the Vulnerable Children Act 2014 (the VCA). As the VCA does not define child abuse it is appropriate to use the definition of child abuse as contained in section 2 Children, Young Persons, and Their Families Act 1989 (the CYPFA).

Child abuse means the harming (whether physically, emotionally or sexually), ill treatment, abuse, neglect, or deprivation of any child and/or young person. A report of concern to a Social Worker or the Police can be made in relation to abuse or neglect that is actual or likely.

Child abuse can be classified under the following four categories:

- Physical abuse
- Sexual abuse
- Emotional abuse
- Neglect.

The four categories of child abuse are briefly discussed below. All frontline employees should familiarise themselves with all four categories to ensure they understand what constitutes abuse under each category, and how they might present physically and/or through the behaviour of the child and perpetrator.

Detailed information on the potential indicators for each abuse category is included in Appendix 3. Indicators are signs or symptoms that point to possible abuse. In many cases, indicators are found in combinations or clusters.

#### Physical abuse

Physical abuse can be any act that may result in the physical harm of a child. It can be, but is not limited to: bruising, cutting, hitting, beating, biting, burning, causing abrasions, strangulation, suffocation, drowning, poisoning and fabricated or induced illness.

#### Sexual abuse

Sexual abuse can be any act that involves forcing or enticing a child to take part in sexual activities, if the child is aware of what is happening. Sexual abuse can be, but is not limited to:

- contact abuse: touching breasts, genital/anal fondling, masturbation, oral sex, penetrative or non-penetrative contact with the anus or genitals, encouraging the child to perform such acts on the perpetrator or another, involvement of the child in activities for the purposes of pornography or prostitution
- non-contact abuse: exhibitionism, voyeurism, exposure to pornographic or sexual imagery, inappropriate photography or depictions of sexual or suggestive behaviours or comments.

## Emotional abuse

Emotional abuse can be any act or omission that results in adverse or impaired psychological, social, intellectual and emotional functioning or development. This can include:

- patterns of isolation, degradation, constant criticism or negative comparison to others. Corrupting, exploiting or terrorising a child can also be emotional abuse
- exposure to family/whānau or intimate partner violence.

## Neglect

Neglect can be:

- physical (not providing the necessities of life, like adequate shelter food and clothing)
- emotional (not providing comfort, attention and love)
- neglectful supervision (leaving children without someone safe looking after them)
- medical neglect (not taking care of health needs)
- educational neglect (allowing truancy, failure to enrol in education or inattention to education needs).

Neglect is the most common form of abuse, and although the effects may not be as obvious as physical abuse, the impact on the child is often just as serious.

## Family Violence

Given the link between family violence, intimate partner violence and child abuse, it is also important to understand these terms:

**Family violence** covers a broad range of controlling behaviours, commonly of a physical, sexual and/or psychological nature that typically involve fear, intimidation or emotional deprivation. It occurs within a variety of close interpersonal relationships, such as between partners, parents and children, siblings, and in other relationships where significant others are not part of the physical household but are part of the family/whānau and/or are fulfilling the function of family/whānau.

Common forms of violence in families/whānau include:

- spouse/partner abuse (violence among adult partners)
- child abuse/neglect (abuse/neglect of children by an adult)
- elder abuse/neglect (abuse/neglect of older people aged approximately 65 years and over, by a person with whom they have a relationship of trust)
- parental abuse (violence perpetrated by a child against their parent)
- sibling abuse (violence among siblings).

**Intimate partner violence** is a subset of family violence. Intimate partner violence includes physical violence, sexual violence, psychological/emotional abuse, economic abuse, intimidation, harassment, damage to property and threats of physical or sexual abuse towards an intimate partner.

### Vulnerable Children

The [Vulnerable Children Act 2014](#) does not contain a definition of vulnerable children. The White Paper that underpinned the creation of the Vulnerable Children Act 2014 provides guidance when it states that:

“All children are vulnerable in the sense that they are reliant on the adults around them to provide them with food, shelter, nurturance and protection, in the absence of which their development and wellbeing would be seriously endangered. For most children, these things are provided as a matter of course, as a result of which they generally grow up to be healthy, well adjusted, productive members of society.

A minority of children, however, are not so fortunate. Risks to their wellbeing come from a range of sources, including both factors associated with the environment within which they are being raised (the family/whānau, community, peers and wider society) and factors intrinsic to the children (such as chronic ill-health, disability, age and temperament).”

## Appendix 3

### Potential indicators of abuse

Indicators are signs or symptoms that, when found either on their own or in various combinations, point to possible abuse, family violence or neglect. In many cases, indicators are found in combinations or clusters.

#### **Indicators do not necessarily prove or mean that a child has been harmed.**

Indicators are clues that alert us that abuse may have occurred and that a child may require help or protection. Sometimes indicators can result from life events which do not involve abuse e.g. accidental injury. The indicators below are not exhaustive lists and should be taken as examples.

It is the responsibility of Child, Youth and Family and the Police to conduct an assessment or investigation, as may be necessary or desirable, of the indicators to determine whether the child has been or is likely to be harmed through abuse or neglect. Frontline NZALS employees are required to be aware of, and able to identify, the potential indicators. NZALS employees are required to take steps to report any issues or concerns to their line manager and/or identified child protection subject matter expert so that appropriate actions can be taken.

If any employee is concerned about the safety of a child, it is important to report those concerns. Employees can call **0508 FAMILY (0508 326 459)** for advice. Child, Youth and Family staff will discuss any concerns and can provide confidential practice advice.

### Physical abuse

Physical Indicators	Behavioural Indicators
<ul style="list-style-type: none"><li>• bruises and welts</li><li>• cuts and abrasions</li><li>• burns</li><li>• fractures and dislocations - particularly in very young children</li><li>• multiple fractures at different stages of healing.</li></ul>	<ul style="list-style-type: none"><li>• gives inconsistent or vague explanations regarding injuries</li><li>• is wary of adults or a particular person</li><li>• vacant stare or frozen watchfulness</li><li>• cringes or flinches if touched unexpectedly</li><li>• may be extremely compliant and eager to please</li><li>• dresses inappropriately to hide bruising or injuries</li><li>• runs away from home or is afraid to go home</li><li>• may regress (e.g. bedwetting)</li><li>• may indicate general sadness</li><li>• could have vision or hearing delay</li><li>• is violent to other children or animals.</li></ul>

## Sexual abuse

Physical Indicators	Behavioural Indicators
<ul style="list-style-type: none"> <li>• unusual or excessive itching or pain in the genital or anal area</li> <li>• stained or bloody underclothing</li> <li>• bruises or bleeding in the genital or anal area</li> <li>• blood in urine or stools</li> <li>• sexually transmitted infections</li> <li>• pregnancy</li> <li>• urinary tract infections</li> <li>• discomfort in sitting or fidgeting as unable to sit comfortably.</li> </ul>	<ul style="list-style-type: none"> <li>• age-inappropriate sexual play or language</li> <li>• sophisticated or unusual sexual knowledge</li> <li>• refuses to go home (or to a specific person's home) for no apparent reason</li> <li>• fear of a certain person</li> <li>• depression or anxiety</li> <li>• withdrawal or aggression</li> <li>• self-destructive behaviour</li> <li>• overly compliant and eager to please</li> <li>• extreme attention seeking behaviours or extreme inhibition</li> <li>• dresses inappropriately to hide bruising or injuries or in an non-age appropriate provocative manner</li> <li>• eating disorders</li> <li>• compulsive behaviours</li> <li>• vacant stare or frozen watchfulness</li> <li>• cringes or flinches if touched unexpectedly</li> <li>• runs away from home or is afraid to go home</li> <li>• may regress (e.g. bedwetting)</li> <li>• may indicate general sadness.</li> </ul>

## Emotional abuse

Physical Indicators	Behavioural Indicators
<ul style="list-style-type: none"> <li>• bed wetting or bed soiling with no medical cause</li> <li>• frequent psychosomatic complaints (e.g. headaches and nausea)</li> <li>• pale and emaciated</li> <li>• prolonged vomiting or diarrhoea</li> <li>• malnutrition</li> <li>• dressed differently to other children in the family/whānau.</li> </ul>	<ul style="list-style-type: none"> <li>• severe developmental lags with obvious physical cause</li> <li>• depression or anxiety</li> <li>• withdrawal or aggression</li> <li>• self-destructive behaviour</li> <li>• overly compliant</li> <li>• extreme attention seeking behaviours or extreme inhibition</li> <li>• running away from home or avoiding attendance at school</li> <li>• poor sleeping patterns</li> <li>• anti-social behaviours</li> <li>• lack of self esteem</li> <li>• obsessive behaviours</li> <li>• eating disorders.</li> </ul>

## Neglect

Physical Indicators	Behavioural Indicators
<ul style="list-style-type: none"><li>• dressed inappropriately for the season or the weather</li><li>• often extremely dirty and unwashed</li><li>• severe nappy rash or other persistent skin disorders</li><li>• inadequately supervised or left unattended frequently or for long periods</li><li>• may be left in the care of an inappropriate adult</li><li>• does not receive adequate medical or dental care</li><li>• malnourished - this can be both underweight or overweight</li><li>• lacks adequate shelter.</li></ul>	<ul style="list-style-type: none"><li>• severe developmental lags without an obvious physical cause</li><li>• lack of attachment to parents or caregivers</li><li>• indiscriminate attachment to other adults</li><li>• poor school attendance and performance</li><li>• demanding of affection and attention</li><li>• engages in risk taking behaviour such as drug and alcohol abuse</li><li>• poor social skills</li><li>• no understanding of basic hygiene.</li></ul>