

SISTERS OF THE GOOD SAMARITAN KIRIBATI



Safeguarding Policy and Code of Practice

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A. Introduction

Safeguarding is everyone's responsibility.

The Sisters of the Good Samaritan (SGS) recognize that honesty in words and actions in ministry is at the heart of the call to seek God who inspires and wants us to be neighbor.

The Sisters of the Good Samaritan have been working in Kiribati since 1991. There are currently 7 Sisters of the Good Samaritan in Kiribati.

Two Sisters run an Early Childhood Centre in Abaokoro. There are approximately 70 children aged 3-5 years that attend the Centre each morning. The Sisters are supported by 4 Staff. The Sisters also employ a live-in watchman who resides at the compound at Abaokoro in his own residence with his family.

Sisters also Minister throughout the community, including visits to the elderly and families with a member/s with a disability, teaching within the Teacher's College, working with prisons, helping in the Kiribati School and Centre for Children with Special Needs, running a Hospitality Centre, and visits to Te Meeria, the mental health facility in South Tarawa.

Refer to Annex 2 for definitions of the key terms used in this Policy.

B. Purpose

The Congregation of the Sisters of the Good Samaritan in Kiribati want to make sure you are safe and protected. This Safeguarding Policy and Code of Practice ("The Policy") outline how we will do this.

Te m'akuri n tararua bon tabera ni kabane

Tiina n te Utu n Tina ae te I-Tamaria ae Raoiroi, ti kakoaua ba karaoan ae eti n ara taetae ao n ara makuri ni mitinare boni ngaia boton ana wewete te Atua ae e kairira bwa tina kaotia nakoia raora nako.

A moana aia makuri Tiina n te utu n tina ae te I-Tamaria ae Raoiroi iaon Kiribati n te ririki 1991. Mwaitia tiina n te utu n tina aei bon itiman.

Mai buakoia tiina ake itiman ao uoman aika a maeka i Abaokoro ao man tararua te reirei are ibukia kain te pre-school. E nakon itingaun (70) tabun maitia ataei aika a reirei n te reirei aio, man te ririki 3 nakon 5. Iai aman taan reirei aika a mwakuri ma tiina n te reirei aio. Iai naba temanna aia uaatiman tiina are e mwakuri ao ni maeka n aia compound tiina.

Iai naba aia makuri tiina aika a kakaokoro n aron: kawarakiia kaara ao aomata ake iai toaraan rabwatai iaan aia auti. A reireiniia te roro ae rikirake riki ake a kan mwakuri ba taan reirei, kawarakiia taan kaetaki n te oo ni kaikain, tia reirei n aia reirei ataei ake iai toaraan rabwataia ao kawarakiia aomata ake iai aorakin aia iango.

Nakon annex 2 ibukin kabarabaran taeka tabeua aika a kabonganaki n te tua aei.

Tiina n te Te Utu ae te I-Tamaria ae Raoiroi iaoni Kiribati a tangiria ba kona mano ao tararuaki raoi. Iai tuua iaon te kamanomano ao iai naba aia tua Tiina ike a tangiria ba kona mano ao n tararuaki raoi. Iai kawai ke angaa ake a na iraki ao mani makuriaki n aron aikai;

C. Statement of Commitment:

SGS Kiribati is committed to safeguarding:

- Children (0-13 years)
- Young people (14-17 years)
- and adults at risk e.g. in danger (18 years and over).
- and to ways of justice that repairs damage and harm.

Safeguarding means looking after, keeping safe.

- Safeguarding is a way that makes sure that children and adults are safe while they are with you.
- Safeguarding means we do not tolerate abuse of any kind.
- Safeguarding means caring for the well-being and health of children and people who are working with and for us.
- Safeguarding makes sure that the school environment is safe for everyone.

When we say child in this Policy, we mean children and young people.

D. Scope

The Policy applies to Sisters of the Good Samaritan in Kiribati, Partners in Ministry, employees and volunteers of the Good Samaritan Early Childhood Centre (GSECC).

E. Legislation and Standards

Kiribati ratified the United Nations Convention on the Rights of the Child (CRC) in December 1995. Kiribati law recognizes a child as a person up to 14 years of age and a young person between 14 and 18. When this Policy and Code of Practice refers to children, it means children and young people.

The Children, Young People and Family Welfare Act (2012) is the first law in Kiribati establishing a framework for the protection of children and young people at risk of violence, abuse, neglect, harm and exploitation. The Ministry of Women, Youth and Social Affairs is responsible for leading prevention,

Ti motinanoia b'a tina katauraoa te tabo ae mano ibukia:

- Ataei (0-13 te ririki)
- Roro-n-rikirake (14-17 te ririki)
- Ikawai ake a reke n te kanganga (18 te ririki ni waerake)
- Ao karaoan ae eti ni buoka te kanganga ke kabuanibwai.

M'akuri ni kamanomano nanona tararuai a kawakinna

- Bon te kawai n tararua b'a ana mano ataei ao ikawai inanon menaia irarikim.
- Te tararua nanona ti bon aki kariai m'akuri ni kaikoaki n aekaia nako.
- Tararuakiia ba ana marurung raoi ataei ao ikawai inanon menaia irarikira ke n aia tai ni m'akuri ma ngaira.
- Tina koaua raoi ba ara kawa n reirei e na mano ibukira ni kabane

Ngkana e mwaneweaki ataei n te tua aio a bon kananonaaki naba ikawai iai.

E kaineti te tua aei nakoia tiina, taan makuri irouia tiina ao taan reirei ake a makuri n aia reirei Tiina ae te Good Samaritan Early Childhood centre.

E a tia Kiribati n tiaina te boraraoi ae aranaki ba te United Convention iaon inaomataia ataei n Ritembwa 1995. N ana tua Kiribati ao a kinaaki ataei ake a baka aia ririki imarenan o nakon 18 ba e boni kaineti raoi te tua aio nakoia

Bon iai te moan tua iaon kiribati ae e kateaki ibukia kamwengaraoia ao katanaia ataei ma aia utu are e kateaki ba e na kaira aron te tua ibukin kamanoia ataei aika a reke n te kanganga ni kaikoaki, te aki tararuaki raoi ao man karaoaki mwakuri aika aki raraoi nakoia. Te tabo ni mwakuri aio bon te

intervention and response services for children and young people. The Act represents an ambitious roadmap to building a functional child protection system starting from a relatively low base.

MWYSA are e tabe ma aia kanganga ataei ao te roronirikirake. Taben te tabo ni makuri aio e bon karaoi mwakuri n totoko nakon kanganga ao man kakae naba kanganga aika a irekereke ma ataei.

F. Other Related Documents

This Policy must be read alongside the Sisters of the Good Samaritan Kiribati Risk Safeguarding Management Plan, the Sisters of the Good Samaritan Kiribati Safeguarding Reporting Procedure, the Sisters of the Good Samaritan Code of Practice, the Sisters of the Good Samaritan Safeguarding Policy, and the Sisters of the Good Samaritan Complaints Handling Policy.

Tuua riki tabeua

E na bon riai ni warekaki te tua aei ba raon aia tua Tiina I Kiribati aika te Risk Safeguarding Management plan, the Sisters of the Good Samaritan Kiribati Safeguarding Reporting Procedure, the Sisters of the Good Samaritan Code of Practice, te Sisters of the Good Samaritan Safeguarding Policy ao the Sisters of the Good Samaritan Complaints Handling Policy.

G. Roles and Responsibilities

Safeguarding is a shared responsibility for everyone at SGS Kiribati. Everyone is expected to:

- Adhere to this Kiribati Safeguarding Policy and to the Annexed Code of Practice.
- Raise any safeguarding concerns in accordance with the Reporting Procedure.
- Participate in required safeguarding training.

Some roles have additional responsibilities.

Superior

- Approve the Policy and Code of Practice.
- Approve Safeguarding risk management plans.

Member of Council with pastoral oversight of Sisters in Kiribati

- Monitor and continually improve the implementation of the Policy, Code and Risk Management Plans.
- Ensure all Sisters and staff understand what is expected from them.
- Address barriers to receiving safeguarding complaints and concerns.
- Manage Safeguarding External Reports.
- Manage Safeguarding Investigations.
- Implement processes for standing a Sister or Staff member down during an investigation, and ensuring she is supported during this time.

Te mwakuri n tararua bon tabera ngaira ni kabane Tiina Ti kantaningaaki ba;

- Ti na iira kanoan te tua aio ao te annexed code of practice.
- Maroroakini raraoma ni kaineti ma kawai n te riiboti.
- Iiri kataneiai ke reirei ake a katauraaoaki.

Tabeua riki makuri

Mataniwi

- Kabwata te tua aio ao te code of Practice.
- Kab'ata te tua iaon barongan kanganga aika riki ke te Safeguarding management plans.

Te Kauntira are e tararuaia Tiina I Kiribati.

- Reitanako aron kamakuran te tua aio ao te te Code and Risk mangament Plans.
- E na kakoaua raoi b'a a matata tiina ao man atai baai aika a kainanoaki mai irouiaa.
- E na kona n atai kanganga tabeua n irekereke ma te tangitangi/raraoma n aron te katoto teuana. Tabeman aomata a kabi n wareware are aki ota ni kawai ke a maaku n tangitang.
- E na kona n riboti nakon taabo riki tabeua n aron te tabo are a tabeakina kamanoaia ataei.
- Karaoan te kakaei iaon kanganga n irekereke ma ataei, te tina ke te tia makuri irouiaa tiina.
- E na karaoa te kakerikaki nakon te tina man ana makuri ke te tia reirei irouia tiina e kerikaki man ana makuri. Ao man boutokaki naba inanon aia tai ni kerikaki.

Safeguarding Coordinator Kiribati

- Champion, promote and review the Policy, and Risk Management Process.
- With relevant Sisters, assess safeguarding risks across all Kiribati Ministries.
- Support Sisters and staff to implement risk controls.
- Deliver Annual Safeguarding Workshop for Sisters and Staff in Kiribati.
- Receive and respond to safeguarding concerns and complaints.
- Complete internal reporting for all safeguarding concerns and complaints

Safeguarding Focal Points

- Nominated focal points are the Safeguarding Coordinator, the ECC Director and the Area Counsellor.
- The role of the focal point is to support Sisters, Partners in Ministry, volunteers and staff to understand and implement their safeguarding responsibilities.

Early Childhood Centre Director

- Contribute to a clear understanding of child safeguarding risk at the Centre.
- Implement safeguarding risk actions.

H. Risk Management

Sisters of the Good Samaritan Kiribati have a Safeguarding Risk Management Plan that identifies, assesses, and manages safeguarding risk across each of its Ministries.

I. Recruitment

Safeguarding for Sisters is a compulsory part of the formation process, which is outlined in the SGS Safeguarding Policy.

For staff to be eligible to work at the GSECC, they must hold early childhood qualifications, and they must be registered with the Ministry of Education.

- Neiere e onimakinaki ba e na kaira te Safeguarding aio e na bon reke ba te banna ni katoto are e na kona ni karikirakea ao ni manga rinanon te tua aio ma aron kammwakurana.
- M'akuri ma tiina iaon m'akurian te safeguarding risk n ara makuri nako ake ti karaoi.
- Boutokaia tiina ao taan makuri irouiis tiina n m'akuria kanganga aika ana reke.
- Anga reirei ao kataneiai nakoia taan tiina ao taan makuri irouiia tiina ni katoa ririki
- Butim'aei ao kaekai raraoma ao tangitangi.
- Karaoi riiboti iaon raraoma ao tangitangi.

- Aika a rineaki ba te focal point bon te safeguarding coordinator, te mataniwi n te ECC ao te Area kauntira.

- Aia makuri focal point ba ana boutokaia, reireiniia tiina, raora ni m'akuri, taan ibuobuokira n ara m'akuri ao bon taan m'akuri irouiia tiina ba ana oota raoi tabeia n tararua.

Te Mataniwi n te Pre-School

- E na kaotaia raoi taan reirei ba ana oota iaon kanganga aika ana kona n riki n te reirei.
- E na riai naba n makuria te safeguarding risk.

Kauarerekean te kanganga

Bon iai aia tua Tiina i Kiribati iaon te Child Risk Management Plan are e buoka aron barongaau kauarerekea aron kanganga aika ana riki n ara m'akuri ni mitinare.

I. Karinrin n m'akuri irouiia tiina

N te nakoia n tina, te SGS Safeguarding Policy bon te tua are e baronga aron rinia n tina. Ao e bon kakaraoaki anne ni moan aia kataneai.

Ibukia taani makuri n aia reirei tiina ae te GSECC, ena riai n iai ana beb'a n tia reirei n te preschool moan rinan ao ana riai n makuri iaan te Ministry of Education.

J. Training and Support

All staff working at the GSECC are introduced to this Policy, Code of Practice and the Kiribati Safeguarding Reporting Procedure within 1 month of starting in their role.

In addition, all Sisters and Staff in Kiribati attend annual safeguarding training. The training covers the:

- SGS Kiribati Safeguarding Policy and Code of Practice and Definitions (Annex 1 & 2).
- Safeguarding Risk Management
- Recognising, Responding and Reporting concerns or complaints about abuse.

In addition, Sisters and Staff that work at the Kiribati School and Centre for Children with Special Needs attend training delivered by the School. This includes:

- An annual workshop before the beginning of each school year.
- An annual workshop presented at the Area meeting (February).
- Annual Safety Training that includes but not limited to:
 - First aid
 - Fire drill.

J. Kataneiai ao Boutoka

A bon katauaki taan reirei n te Early Childhood Center ba a na rinanon tua aikai- Code of Practice ao te Safeguarding Reporting Procedure inanon 1 te namakaina n te tai are a moana iai aia m'akuri.

A na riai Tiina ma taan m'akuri irouia Tiina I Kiribati n riai ni kaei kataneiai/reirei aika a katauraoki ni katoa ririki.

E na boboto iaon;

- SGS Kiribati Policy
- Safeguarding Risk Management
- Kinakin, kaekaan ao ribooti iaon kanganga, raraoma ke tangitang iaon te makuri n iowawa.

N reitaki ma anne ao Tiina ma taan m'akuri ake a m'akuri irouia ataei ake iai toaraan rabataia a na riai ni kaea te reirei are katauraoki n aia tabo ni m'akuri.

- Are e karaoaki ni katoa moan te ririki.
- Te reirei are katauraoki n te Area Meeting
 - Ao ai te kataneiai iaon te tararua nte
 - First aid
 - Fire Drill ke te kataneiai n tain te urarake n aoan te reirei. Te reirei e na boboto iaon kawai n ibuobuoki ngkana arona ba e reke te bue/urarake n te reirei n aon te reirei.

K. Complaints

In line with our Congregation Complaint Handling Policy, the Sisters of the Good Samaritan in Kiribati believes that all children and adults have the right to make a complaint when they are dissatisfied by actions or inactions of Sisters, Partners in Ministry, employees, volunteers, or the Ministries that we offer.

Complaints and concerns can be made by:



Face to Face meeting or correspondence/letter to:

- Safeguarding Coordinator: Temaiku
- Area Counsellor: Temaiku
- Director Early Childhood Centre: Abaokoro

Kawai ibukin karaoan te Tangitang

Kanoan ara tua ae te Congregation Complaint Handling Policy, a kakoaua tiina I Kiribati ba ataei ao ikawai iai inaomataia n tangitang ngkana aki kukurei ke ni maraki n te m'akuri are ti karaoia nakoia. Tangitangi ana bon kona ni karaoaki

Kakaraki n itaramata/ koro reta nakon:

- Safeguarding coordinator: Temaiku
- Te Area councillor: Temaiku
- Te mataniwi n te Early Childhood Center: Abaokoro

KE



By phone:

- Sister Michelle Reid, Member of Council for Kiribati: +61 8752 5302 or +61 409 468303



By email:

- Sister Michelle Reid, Member of Council for Kiribati: mreid@goodsams.org.au
- Sister Taabeia Ibouri, Safeguarding Coordinator: TIbouri@goodsams.org.au

All complaints will be taken seriously and follow the SGS Kiribati Safeguarding reporting procedure.

Tareboon

- Sister Michelle Reid, Member of Council for Kiribati: +61 8752 5302 or +61 409 468303

Meeri:

○ Sister Michelle Reid,
Member of Council for Kiribati:
mreid@goodsams.org.au

○ Sister Taabeia Ibouri,
Safeguarding Coordinator:
TIbouri@goodsams.org.au

Kawai ibukin te tangitang ana bon mano raoi ao n karaoaki raoi n aroia aika a raroai.

L. Reporting Child Safety Concerns

In line with the SGS Kiribati Safeguarding Reporting Procedure if the Complaint relates to concerns or reports about the safety of a child, the Safeguarding Coordinator will immediately (within 24 hours) report to the Member of Council with pastoral oversight of Sisters in Kiribati.

Other complaints can be reported to the Member of Council with pastoral oversight of Sisters in Kiribati within 48 hours.

An assessment of support needs and any risks to the child, the reporter or to Sisters / Staff will inform next steps including decisions about what external reports are required. The best interests of the child will be the primary decision maker.

The Member of Council with pastoral oversight of Sisters in Kiribati will follow the SGS Complaint Handling Policy and the SGS Safeguarding Reporting Procedure to manage the complaint.

N reitaki ma aia tua Tiina I Kiribati iaon te kawai n Ribooti ma ngkana te tangitangi/raraoma e irekereke ma maurin te ataei, te Safeguarding coordinator ena riai n ribooti nakon nakon te tina are e tararuaia tiina I Kiribati n aki raka iaon 24 te aoa.

Tangitangi riki tabeua ana bon riai n ribotinaki nakon te tina are e tararuaia tiinan Kiribati ana bon m'akuriaki n aki raka iaon 48 te aoa.

Inanon tain m'akurian te ribooti ao ena bon iai te m'akuri ni boutoka are ana tuagaki te ataei, te tia riiboti , te Tina ao te tia m'akuri irouuia tiina ba baikara b'aai aika a na iri/karaoi. E na bpn moanibaiaki kainanon te ataei.

Te tina are e tararuaia tinan Kiribati e na bon iiri kainibaire n te SGS complaint Handling Policy ao kawain te ribboti iaon tangitang.

M. Consequences for not following the Policy.

It is compulsory to follow this Policy and the Code of Practice. Non-compliance or breaches of this Policy will be investigated according to the Sisters of the Good Samaritan Kiribati Reporting Procedure and the Sisters of the Good Samaritan Investigation processes.

E bon riai n iraki te tua aio. Ngkana ko aki iria ke ko urua ena riai n ribotinaki nakon te Mataniwi ao ana Kauntira ibukin te kakae.

N. Review

This Policy and its Codes of Conduct will be reviewed annually.

They will also be reviewed following any safeguarding incidents to make sure they are working well.

E na riai n kabouaki te tua aio ao n raonaki ma te Code of Practice ni katoa ririki.

E na riai naba n rinanoaki te tua aio ibukin kanganga aika a tiba riki ao n ataia raoi ba e makuri raoi (te tua ao kanganga)

O. Policy Declaration.

I, _____, have received, read and understand the Sisters of the Good Samaritan Kiribati Safeguarding Policy and Code of Practice, including the annexes.

Any questions I had about the Policy and Code of Practice have been answered satisfactorily.

I understand the key principles, values and best practices that are at the heart of the life and mission of the Sisters of the Good Samaritan.

I commit to honour these principles, values and best practices through the implementation of this Policy and Code of Practice.

Signature: _____

Date: _____

Ngai, _____, e reke irou (te tua), I warekia ao ni matata raoi n te Tua iaon te kamanomano ao te Code of Practice n reitaki ma te annexes.

Au titiraki ni kabane ibukin te tua aio ao te Code of Practice a bane tia ni kamataaki raoi.

I a oota raoi ba tuua aikai boni ngaia kairan maeura ao boton ara m'akuri ni mitinare n te Utu n tina ae te Itamaria ae Raoiroi.

I berita ba nna karinea te tua aio, n anua ni maeu aika raroai n au kabanea n tamaroa inanon makurian te tua aio ao te Code of Practice.

Tiaina: _____

N te bong ae: _____

Please remove the declaration and provide a signed copy to the Kiribati Safeguarding Coordinator or GSECC Director.

Retain the copy of the Safeguarding Policy for your reflection and record.

Annex I: Code of Practice – Safeguarding

All Sisters of the Good Samaritan in Kiribati, Partners in Ministry, Employees and Volunteers:

Must Always

- Adhere to this Safeguarding Policy and Code of Practice.
- Live our commitment to safeguarding in our daily practice and build a culture of safeguarding for all.
- Be welcoming, safe and supportive.
- Be a role model.
- Wherever possible, ensure that another adult is present when working with or near children.
- Use common sense and avoid actions that are abusive or exploitative.
- Take appropriate action to keep a child and adult safe and report any concerns about harm that you may observe.
- Report any concerns about others not following the Safeguarding Policy or Code of Practice.
- Keep any reports confidential (private) and not share information with anyone who does not need to know.

Must Never

- Harm a child or adult (see Annex 2 – it describes the types of abusive harm).
- Use physical or corporal punishment, this means:
 - No Smacking
 - No Hitting
 - No Slapping
 - No Pushing
 - No Pulling hair or arms
- Engage children under the age of 18 in any form of sexual activity.
- Mock a child or adult, this means:
 - Not to shame
 - Not to belittle
 - Not to degrade
 - Not use sarcasm
 - Not make jokes about a person
 - Not gossip about them
- Use inappropriate language or behaviour, this means:
 - No bullying
 - No harassing
 - Not be demeaning
- Misuse your power over anyone.

Ibukiiia tiina I Kiribati, Raora n ara m'akuri, taan m'akuri irouiiia Tiina ao taan ibuobuoki irouiiia Tiina.

Riai ni karaoia

- A riai n iira te tua aei n reitaki ma te Code of Practice.
- N maeuakina ara motinnano are kateimatoan te tararua ao te kakawakin raoi ni maeura ao n ara m'akuri nakoia aomata .
- Kaotiota te maeu ni bubutimaei ao ni boutoka nakoia ataei.
- N riki ba banna ni katoto
- Tina riai n ataea b'a e mano raoi te ataei ke te ikawai inanon ana tai ni mena irarikiu.
- Karaoi m'akuri ma te nano ae koaua ao itiaki ao n aki babanikawai ke ni kammaraka temanna.
- Karaoi m'akuri aika ana mano iai ataei ao ikawai ao n ribotini kanganga aika a riki n te tai ae waekoa.
- Ribootinia aika riaon te tua aio ao te Code of Practice.
- Kawakini raoi rongorongotangitang ao n aki kaotia riki nakon temanna.

- Be with a child in a private place.
- Invite a child into your home if they are by themselves, unless the child is at immediate risk of harm.
- Look at or make social media posts that show children being exploited.
- Look at, make or post adult pornography using the organisations equipment.

Riai n aki karaoia (Must not)

- Kamraka te ataei ke te ikawai (Noora annex 2 ibukin kab'arab'aran rinanin nako te kaikoaki)
- Kabonganaan m'akuri aika ana mmaraki iai te ataei n aron:
 - ✓ Te oro
 - ✓ Te iki
 - ✓ Te karetaba
 - ✓ Te ineineaki
 - ✓ Buritakin te ira ke tabekakin te ataei mai iaan baina are ena karika iai te tarou
- Karaoan te m'akuri n tangako nakon te ataei ae b'aka ana ririki iaan 18.
- B'abainikirinakin te ataei ke ikawai n aron
 - ✓ Kamamaeaia
 - ✓ Kataorikakakia
 - ✓ Aki karineakiia n ara m'akuri ao n ara taetae
 - ✓ Kabonganakin taeka aika a na uruaki iai nanoia for eg. Te nati n tam'a
 - ✓ Te manikangare aika a riao
 - ✓ Wiinantia ke taetaekinaia n te aro ae ana mama iai.
- Kabongan taeka ke karaoan m'akuri aika aki raoiroi. N aron:
 - ✓ Taumatoaia ni karaoi m'akuri aika a rawa ni kan karaoia.
- Aki karinean inaomataia
 - ✓ Kabongan buaka nakoam (tama, tina, tia reirei ao tabeua riki) nakoia.
 - ✓ Tai mena ma te ataei n te tabo ae e raba ma te ataei.

- ✓ Karokoia ni mengam n akea raoia moarara riki ngkana bon iai kanganga aika e rinanona te ataei.
- ✓ Katokakin tamneia aika aki raoiroi n te intanete.
- ✓ Matakuakinan ke katokakin tamnei aika aki raroai ao mani kabongana bain te reirei ke te Utu n tina.

Sisters, staff and volunteers who work or minister in an education facility are also expected to:

- Maintain teacher/child ratios in line with the Ministry of Education minimum requirements (1:15).
- Supervise the students when they are at school (indoors and outdoors).
- Use alternate strategies to corporal punishment. For example, if a child continues to disobey the teacher or misbehave with other children, the teacher will decide whether the child needs some 'time out'. *'Time Out' means moving the child to a safe space where he/she sits by themselves to consider what that they have done wrong and how they could behave better towards the teacher and other children. When they are ready to apologise, they approach the teacher who gives an opportunity for the child to be heard.*
- Ensure that lessons are age appropriate. This includes use of language, images, resources etc.
- Not have a favourite student. All students must be treated fairly and with dignity.
- If required to take a student to the toilet, remain outside of the toilet cubicle. If the student needs help, the toilet door should remain open.
- Get permission from the parent/guardian of students at the Good Samaritan Early Childhood Centre (GSECC) to:
 - Take their child home, when applicable and
 - Take respectful photos and film of their child.
- Explain to the parent/guardians of students at the GSECC that they must:
 1. Prepare their child for the school day eg clean clothes, hair brushed, breakfast has been eaten, face and hands washed.
 2. Take their child to school before 9.00am, no earlier than 8.00am.
 3. Pick up their child from school no later than 11.00am.

Tiina, taan reirei n aia reirei n aia reirei tiina ke taan ibuobuoki n te reirei ana riai naba:

- Kona riai n iiri ana kainibaire te Botaki n Reirei
- Kona riai ni mena irarikiia ataei n taainako n aoan te reirei (inanon ke itinanikun te umanreirei)
- Riai ni kabonganai riki anga tabeua aika ena buoka ongotaekan te ataei. Te katoto, ngkana te ataei e bon teimatoa naba aki ongotaekana nakoia raona n reirei ke te tia reire, kona riai n katuaea te ataei n te 'tabo ae kaokoroaki' ma raona ao bain takakaro/reirei. Te tabo ae emano are ena tekateka iai n tii ngaia ao e kona n ataia ba te m'akuri are e karaoia e bon aki raoiroi. Ngkana e tauraoi n ongotaeka nakon te tia reirei ao raona n reirei. Ao man tauraoi naba tauraoi naba n kabara ana bure ao te tia reirei ena tauraoi n ongora irouna ao man kaokia nakoia raona n reirei.
- Riai ni kabonganai ana angareirei aika a bon tau ibukin te ataei. N aron kabonganakin taeka, tamnei, booki ao tabeua riki.
- E na riai n akea te inanonano. Ana riai n katitaboaki aroia ataei ni kabane.
- Ngkana te ataei e kainanoa te roki. Kona riai n tataningaia itinaniku. Ma ngkana e kainanoa buokana, rinnako buokia ma kona riai ni kauka te mataroa.
- Kona riai n anaa ana kariaia te karo/taan tararua ibukiia ataei ake a reirei n GSECC ba;
 - ✓ antai ae ena roko n ana te ataei ni b'aran te reirei
 - ✓ rawea tamneia ataei.
- Kab'arab'ara nakon te karo/te tia tararua ae ana riai
 - ✓ Katauraioia raoi natiia nakon te reirei, te katoto, ana itiaki oneaia, ana kaaraki

iraia ao man amara ke im'ain m'anangaia nakon te reirei, kaitiaka ubuia ao baia

- ✓ Ana nikira natiia/tibuiia n te reirei im'ain 9am ke imiin 8.
- ✓ Ana riai n anai natiia/tibuiia man te reirei imain llam.

Annex 2: Definitions

<p>Child</p>	<p>Any person aged under 18 years (i.e. someone aged 0 to 17 years).</p> <p>Often referred to as</p> <ul style="list-style-type: none"> • Children (0-13 years) • Young people (14-17 years) <p>This is in accordance with the laws in Kiribati and aligned to the United Nations Convention on the Rights of the Child.</p>	<p>Ataei</p> <p>Bon te aomata ae b'aka ana reirei ni maeu iaan 18 (ke te ririki 0-18)</p> <p>KE</p> <p>Ataei (0-13 te ririki ni maeu)</p> <p>Roro-n- rikirake (14-17 te ririki ni maeu)</p> <p>A bon kinaki ware aikai iaan ana tuua Kiribati ao n reitaki ma te Nations Convention iaon inaomataia ataei.</p>
<p>Child Abuse¹</p>	<p>The act or failure to act by a person that results in actual or potential harm to a child. It includes physical abuse, sexual abuse, sexual exploitation, emotional abuse, neglect, or harsh or exploitative labour that interferes with a child's health, development or schooling.</p>	<p>Bon te m'akuri ae e bon nako man ana iango te aomata are ena karaoa te m'akuri. M'akuri aikai bon kamarakin rabatan te ataei, m'akuri n tangako, m'akuri aika a roota ana namakin te aomata, n aron taumatoakia n karaoi m'akuri aika e aki kukurei iai.</p>
<p>Child Physical/Body Abuse</p>	<p>This is strong physical action against the child or teenager, in a way that injures or puts the child in danger.</p>	<p>Makuri ni kaikoaki ke kammaraki aika a oti iaon rabatan te aomata.</p> <ul style="list-style-type: none"> • te makuri are e karaoaki nakon te aomata n te aro ni kaikoaki ke makuri ae kona ni karika te kabuanibai nakon maiun te aomata.
<p>Child Emotional Abuse</p>	<p>"emotional abuse" means acts or omissions causing or likely to cause mental or emotional suffering of a child or young person, including patterns of belittling, denigrating, threatening, scaring, ridiculing, or other non-physical forms of degrading or rejecting treatment.</p> <p>For example:</p>	<p>Te maraki n te nano e kanaanaki iai ba bon te m'akuri naba ae e roota ana iango ao ana namakin te ataei ke te ikawai. M'akuri aikai bon kamarakaia, kabonganaan taeka aika a kamamara, kataorikakakia, aki butim'aeaia raoi man ongora nakpn aia kakaraki ke tib'atib'a.</p> <p>Aikai riki katoto;</p>

¹ [Children, Young People and Family Welfare Act No. 6 of 2013.pdf \(parliament.gov.ki\)](#)

	<p>Being often rejected, called bad names and being shamed in front of other people.</p> <p>Being frightened by threats.</p> <p>Being left alone, neglected, not cared for.</p> <p>Being vulnerable to seeing or hearing family violence.</p>	<ol style="list-style-type: none"> 1. Aki butim’aeaia, ao weteaia n araia aika aki raoiroi imataia aomata. 2. Kabonganakin taeka aika a kakamaku, katoto. Ngkana ko aiwa ao ia bon otei naba rangam. Ao man noran ao ongoraeankin m’akuri ni kakeru inanon mengaia
<p>Child Emotional Abuse</p> <p>Maraki aika a raba n te nano</p>	<p>Emotional abuse happens when a child’s parent or caregiver or any other adult leaves the child and uses fear and anger to frighten the child.</p> <p>Being often rejected, called bad names and being shamed in front of other people.</p> <p>Being frightened by threats.</p> <p>Being left alone, neglected, not cared for.</p> <p>Being vulnerable to seeing or hearing family violence.</p>	<p>Te maraki n te nano e kona n riki ngkana ana karo te tei, te tia tararua te ataei ke ikawai ake a katabeaki a kakabonganai taeka aika a kakamaku ke n taetae n un nakoia ni kakamaka te ataei.</p> <p>Katinanikuaia ataei, karioan araia aika a kamama ke ni kabairang imataia aomata.</p> <p>Kakamakaia ataei n te aro ae aki raoiroi. Eg Ngkana ko kitana te auti ao ia bon bouaiko naba.</p> <p>Kitanakiia ao aki tararuakiia raoi. Eg. Aki tebokaki ao mani tararuakin kanaia ma oneaia.</p> <p>Norakin ao ongoraeakin taian makuri ni kakeru inanon mengaia.</p>
<p>Child Neglect</p>	<p>"neglect" means inattention or omission on the part of a caregiver to provide for the development of a child or young person in relation to health, education, emotional development, nutrition, shelter and safe living conditions, in the context of resources reasonably available to the family, and that causes harm to the child or young person's health or physical, mental, moral or social development.</p>	<p>‘Aki mamannano’ nanona bon aki tabeakinakiia ke katukakiia ataei ke ikawai i bon irouia. E bon ririki aei iron te tia tararua, te ataei/ikawai are e maeka irona. E na riai n tararua marurungina (kairia nakon te onaoraki, ana reirei, anganakina te boutoka n ana tai n rawawata, kanana, ao nnena ae raoiroi inanon te m’enga ke te utu are e mena iai, kammaraka te ataei ke te ikawai n te aro ae e rota aron marurungina, rab’atana, ana iango ao aron ana reitaki.</p>
<p>Child Sexual abuse or exploitation</p>	<p>the involvement of a child or young person in sexual activity that he or she</p> <ul style="list-style-type: none"> • does not fully comprehend. • is unable to give informed consent to; or 	<p>Bon karaoan te m’akuri n tangako ae e karaoaki nakoia ataei aika;</p> <ul style="list-style-type: none"> • a tuai n oota raoi n nanon kakaraki • e tuai n roro n anganaki te kakaeti.

	<ul style="list-style-type: none"> for which the child or young person is not developmentally prepared and cannot give consent. <p>The Sisters of the Good Samaritan in Kiribati note that the legal age of consent in Kiribati is 15 years.</p> <p>However, this Policy strictly prohibits any sexual activity with children (anyone aged under 18).</p>	<ul style="list-style-type: none"> Te ataei ke te ikawai ae e aki tauraoi n anga ana kariaia. <p>Tiinan te Utu ae te Itamaria ae Raoiroi i Kiribati a kamatoa b'a te 15 te ririki bon te roro ae e kona n anga ana kariaia.</p> <p>E kamatoa te tua aio b'a e bon aki kariaiakaki karaoan m'akuri n tangako nakoia ataei moarara riki ataei ake a b'aka aia ririki iaan 18.</p>
<p>Exposure to Family Violence.</p>	<p>The child witnesses her or his parents fighting or seeing a father hit his wife- the child's mother.</p> <ul style="list-style-type: none"> Physically or sexually cruel and destructive. Trying to break or destroy the family relationship. 	<p>Norakin ke kakoauakin makuri ni kakeru inanon te meenga. Ataei ake a norii aron uniia aia karo ao man noora tamaia n ore a buuna-tinan te ataei.</p> <ul style="list-style-type: none"> Oreakia ke makuri ni kammaira ao makuri aika a urua aron te utu. Noori aia karo n raure ao aroia n aki nako raoi inanon te utu. Eg E aki nakoraoi te reitaki n te maroro imarenaia karo ao natiia ke ni bon marenaia kaaro.
<p>Grooming</p>	<p>This is setting up patterns of behavior that lead to something that the person prepares to do later. The person who does the grooming is preparing to do something very bad at a later time.</p> <p>Patterns of Grooming</p> <ul style="list-style-type: none"> Spending special time with one child alone in a secret place, away from the family or organization. Separating the child or young person from the family and friends Giving gifts to a child. Showing favouritism, special attention to one child. Testing and breaking professional boundaries and rules. 	<p>Te aomata are ena karaoa te makuri aio e bon kaakai kawai ma anga aika e na kona n onimakinaki iai. Ma bon iai raoi oin ana iango aika aki raoiroi ae ena karaoia rimi ngkana e teimatoa onimakinana.</p> <p>Kawai nakon te Grooming</p> <ul style="list-style-type: none"> Te titiku ma te ataei n te tabo ae raba ao man raroa nako mai irouia ana utu ke raona aon tiku n ti ngaia uoman. Kairinakoan ao kararoan te tei mai irouia ana karo ao raoraona. Te anga baintangira ao makuri n tituaraoi nakon te tei. Kakaotan tatangiran te ataei Uruan tua aika ana makuri ke tuua aika ana riai n iraki n te tabo ni makuri ke te reirei. Eg N te tua ao ena kaitiaki te tei ngkana e rimi nakon te reirei. Ma ibukin ana anai nano ao e kakea tuan te reirei.
<p>Safeguarding</p>	<p>Safeguarding means looking after, keeping safe</p>	<p>M'akuri ni kamanomano nanona tararuaia ao kawakinna</p>

M'akuri ni kamanomano	<ul style="list-style-type: none"> • Safeguarding is a way that makes sure that children and adults are safe while they are with you. • Safeguarding means we do not tolerate abuse of any kind. • Safeguarding means caring for the well-being and health of children and people who are working with and for us. • Safeguarding makes sure that the school environment is safe for everyone. 	<ul style="list-style-type: none"> • Bon te kawai n tararua b'a ana mano ataei ao ikawai inanon menaia irarikim • Tararuakiia ba ana marurung raoi ataei ao ikawai inanon aia tai ni m'akuri ma ngaira. • Tina koaua raoi ba ara kawa n reirei e na mano ibukira ni kabane
Safe and Protected	Safe and Protected means that we will do all we can so that you are not hurt or harmed when working or ministering with us.	Te kakawakin ao Te kamanomano nanona bon tabera n tatabemanira nako ba tina aki reke n te kanganga inanon ara tai ni makuri ke ni makuri ma aomata.
Sexual Abuse Makuri n kammaira	This is any sexual behaviour that is done to a person without that person's permission or consent and if the person says "NO!".	Makuri ni kammaira aika a karaoaki n akean ana kariaia te aomata are baibuakaki, akean ana kariaia ke anganakin inaomata ngke e taekina ae 'E rawa'