

Te Tiriti o Waitangi



“I feel a sense of belonging as I see my culture and language reflected throughout the service context, environment and partnerships.”

Ki te kahore he whakakitenga ka ngaro te iwi

Without foresight or vision the people will be lost. Said by Kingi Tawhiao Potatau te Wherowhero.

Intent/ Whāinga

We acknowledge and respect Te Tiriti o Waitangi as a foundational document for Aotearoa. We reflect this in our policies, operations and governance, including:

Kāwangatanga – the commitment to honourable partnership

Recognition and respect for tino rangatiratanga – leadership by tangata whenua and the right to exercise self-determination. We recognise and respect the values of:

- Manaakitanga – acknowledgment of mana of others and demonstrating mutual respect and care
- Motuhaketanga – respect autonomy, independence and supporting self-reliance
- Whakawhanaungatanga – collective wellbeing and relationships, connecting and relating to others
- Kaitiakitanga – the responsibility to be a guardian and protector of the environment

Ōritetanga – the commitment to equitable outcomes

Wairuatanga – respect for the world views, values and spiritual beliefs of tangata whenua and other cultures.

Responsibilities/ Kawenga me ngā āhuatanga

The board will give effect to this policy in its governance decisions and processes.

Management will monitor, review and report to the board, as appropriate, on the effectiveness of systems and measures to:

- respond to Te Tiriti o Waitangi
- facilitate responsiveness to Māori
- identify any systemic trends that are inconsistent with this policy and ensure they are appropriately addressed
- ensure this policy is given effect across operations and is supported through the organisational culture.

Kaimahi and volunteers will implement this policy in service delivery and help build a Treaty-responsive organisational culture.

Requirements

The Diversity/Equality and Inclusion policy will be applied and we will:

- provide services to Māori that are responsive to circumstances, values, traditions, and beliefs
- commit time, people, and resources to the goal of achieving equal and quality outcomes for Māori
- recognise and take active steps to address racism and other cultural barriers (eg cultural advice, support use of te reo Māori me ngā tikanga)
- ensure access to cultural supervision for staff/kaimahi
- apply and use Māori service models appropriately.

Commit to improvement

We will continuously improve on our implementation of Te Tiriti and responsiveness to Māori by addressing:

- workforce development and participation
- reviews that indicate we need to improve on what we are doing
- analysis of data we collect about access and outcomes for rangatahi
- feedback from rangatahi, whānau, hapū, iwi, Kaumātua-Kuia and organisations we work with
- developments in Māori approaches to health and wellbeing.

Equity, and progress towards reducing health and wellbeing disparities for Māori will be regularly reviewed and monitored in leadership and team hui. Initiatives to address inequities will be prioritised.

Treaty-based practice

In our mahi with young people/rangatahi, we will support their tino rangatiratanga:

- respect and enhance their mana
- affirm their rights to exercise autonomy and authority over their participation with Tūtaki
- positively affirm and support them to build cultural skills and capacity
- support independence and cultural resilience as core components of self-management and self-control
- ensure services and the modes of delivery are appropriate, acceptable and recognise diversity amongst Māori
- acknowledge and use te reo me ngā tikanga Māori appropriately.

Compliance

Social Sector Accreditation Standards Level 2 Cultural Competence

Human Rights Commission Act 1993

Oranga Tamariki Act 1989

NZS 8314: 2021 Our Rights, Criteria 1.1.1; 1.4.5; 1.8.5; Governance 2.1.10; Service Management 2.3.6; Health Care and Support Workers 2.4.6; My Pathway to Wellbeing 3.2

Cornerstone, Rights and Health Needs of Māori Indicators 3.1–3.3; 4.1

Helpful links

[Diversity and inclusion](#) or [Equality and inclusion](#)

[Ngā Rerenga o Te Tiriti Community organisations engaging with the Treaty of Waitangi](#)

[Working with Māori – Te Toka Tumoana Policy, Oranga Tamariki Practice Centre](#)

[Te Tiriti o Waitangi, colonisation and racism \(youtube\)](#)

Ministry of Health, [Te Tiriti o Waitangi \(Te Tiriti\) Framework](#)

[Statement on cultural safety and He Ara Hauora Māori: A Pathway to Māori Health Equity.](#)

[Māori health models](#)

Review

Date: July 2021

Next review: by June 2023