



## **POLICY: 1 PHILOSOPHICAL BASE**

PURPOSE: TO CONTRIBUTE TO IMPLEMENTATION OF THE TRUST'S PURPOSES  
MEASURE/S OF ACHIEVEMENT: *evaluations*

*These policies must be read in conjunction with the Trust Deed.*

### **TREATY OF WAITANGI**

We believe that restoring the relationships described in *Te Tiriti o Waitangi* is fundamental to Te Tai-awa o te Ora being able to achieve our aspirations. Our understanding of *Te Tiriti* is based on the Ngati Tamaoho position which is summarised below in terms of rights and responsibilities, because either party could have difficulty exercising their rights if the other party doesn't cooperate and because the authority to exercise rights is consequent on having undertaken the associated responsibilities.

Rangatiratanga: it is the right of the hapu to exercise self-determination, and it is the responsibility of the government to ensure that this is possible

Ritenga: it is the right of the hapu to determine tikanga and kawa within their rohe and it is the responsibility of the government to ensure that this is possible. Central to the right of ritenga is reclamation, protection, promotion and use of te reo rangatira.

Kawanatanga: it is the right of the Crown to govern (as long as it doesn't contravene rangatiratanga), and it is the responsibility of the hapu to support that government, including respect for law and regulations<sup>1</sup>

Oritetanga: it is the right of tangata whenua to be treated equitably in all aspects of life governed by the Crown, and it is the responsibility of the government to ensure this happens: Te Tai-awa o te Ora is also committed to ensuring that all individuals, family/whanau, community groups and organisations are treated with integrity, honesty and fairness regardless of their ethnicity, age, gender, religion and sexual orientation

### **EQUITABLE, CULTURALLY<sup>2</sup> APPROPRIATE PRACTICES**

Te Tai-awa o te Ora Trust is committed to ensuring that its practices are equitable and culturally appropriate, in relation to service users, to staff and to other key stakeholder groups. Equitable practices include but are not limited to recognising diversity and being proactive in identifying and responding to factors that marginalise groups and supporting the aspirations of members of marginalised groups.

For Te Tai-awa o te Ora, working in a culturally appropriate way means working holistically, using the values of tika (justice), pono (honesty) and aroha (unconditional love) for the benefit of the whanau, especially the mokopuna, in all our services; aroha is the korowai which embraces tika and pono. Working holistically means including the well-being of the whanau, the hinengaro, the tinana, and the wairua.

<sup>1</sup> For the avoidance of doubt, Te Tai-awa is committed to compliance with all legislation; with regard to staffing, this currently includes but is not limited to: the Children's Act 2014; Employment Relations Act 2000; Minimum Wage Act 1983; Holidays Act 2003; Health and Safety at Work Act 2015; Human Rights Act 1993; Privacy Act 2020; and the Protected Disclosures Act 2000.

<sup>2</sup> Culture is taken to include, at a minimum, those based on ethnicity, religious orientation, gender, age, sexual orientation and/or impairment

Cultural safety is the minimum standard, supplemented by cultural sensitivity. Cultural safety means practicing in a way that does not put people from other cultures at significant disadvantage; for example, one should assume that behaviour is appropriate until established otherwise (for example, by checking with a key informant from the other culture). Cultural sensitivity means adjusting one's own behaviour in relation to another cultural group's values and customs in ways that are appropriate for all involved.

#### PARAMOUNTCY

Te Tai-awa is a charitable trust, which collaborates with others but retains our independence, so that we can always prioritise the needs of our clients, that is, anyone who need our services – as long as that does not put others at risk.

It is recognised that people working on behalf of the Trust, in any capacity (paid or unpaid), have a wide variety of other relationships. These are often of great advantage in providing opportunities for collaboration. At the same time, they can create actual and/or perceived conflicts of interest. All staff and board members are required to identify and manage conflicts between the interests of the Trust, in particular the clients, on one hand, and their own personal, professional, and business interests on the other - in ways which do not detract from the well-being, integrity and accountability of the Trust. This includes managing potential and actual conflicts of interest, as well as perceptions of conflicts of interest.

Theoretically, people anywhere in Aotearoa/NZ can be clients, but due to practical constraints we work mainly with individuals and whanau in the greater Otara area. We try very hard to support everyone with whom we are involved, but sometimes there is a conflict of interest between the needs of different people/groups which means that we have to choose amongst them. Our priorities are: 1) the wellbeing and safety of children, including prevention of child abuse or maltreatment, which is a paramount goal of the organisation – in relation to all children we know about, not only those who use our services; 2) we also believe that the well-being of the tamariki and mokopuna depends on the well-being of their whanau; 3) the well-being of the whanau depends on thriving communities around them. If there is a conflict of interest within any of these groups, the priority would be supporting those who are more vulnerable.

Our organisation commits to investigating abuse and will report suspected cases and concerns to Oranga Tamariki and/or the police as described in our procedures. Where any conflict of interest arises in this type of situation, the welfare and interests of the tamariki and mokopuna are again the over-riding factors.

#### COLLABORATION

We are a relatively small roopu, but we have large aspirations; therefore collaboration with others is essential to achieving most of our goals.

**Approved:**

**Trust Chairperson:**

**(on behalf of the Tai-awa o te Ora Trust)**

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

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