



## **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 Ngāti Tamaoho being able to achieve our aspirations. Our understanding of *Te Tiriti* 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 Ngāti Tamaoho to exercise self-determination, and it is the responsibility of the government to ensure that this is possible

Ritenga: it is the right of Ngāti Tamaoho to determine its own practices, 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 Ngāti Tamaoho to support that government, including respect for law and regulations

Oritetanga: it is the right of Ngāti Tamaoho 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: Ngāti Tamaoho 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>1</sup> APPROPRIATE PRACTICES

Ngāti Tamaoho 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 Tamaoho, 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.

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<sup>1</sup> Culture is taken to include, at a minimum, ethnicity, religious orientation, gender, age and sexual orientation.

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 OF CHILDREN

Ensuring the wellbeing and safety of children, including prevention of child abuse or maltreatment, is a paramount goal of this organisation – in relation to all children encounter, not only those who use our services. We also believe that the well-being of the tamariki and mokopuna depends on the well-being of the whanau and the wider community.

Our organisation commits to investigating abuse and will report suspected cases and concerns to CYF and/or the police as described in our procedures. Where any conflict of interest arises, the welfare and interests of the tamariki and mokopuna are 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 Ngāti Tamaoho Trust)**

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

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