

Policy Document

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Contents

Integrity-Ngākau TapaTahi

Te Tiriti o Waitangi

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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.*

Our Position Statement

We recognise that He Whakaputanga o te Rangatiratanga o Nū Tirene and Te Tiriti o Waitangi are foundational for Aotearoa, and that they affirm continued tino rangatiratanga of hapū and iwi in their own lands.

We are committed to uniting Faith and Treaty. As a workplace we are committed to ongoing learning and engagement with kaupapa Māori, and to fostering a culture supportive of Māori leadership and a tikanga-based future.

We seek to learn from and model practices from mana whenua, and we support the restoration of matauranga Māori and tikanga Māori, in order to decolonise institutions, systems, and power in Aotearoa.

Values

Our understanding and practice in a Māori context will be guided by the following values and will help Anglican Action create an inclusive and empowering environment for all tangata whaiora:

- Manaakitanga: Emphasising hospitality, kindness, and mutual respect.
- Whanaungatanga: Fostering kinship, relationships, and a sense of belonging.
- Kotahitanga: Promoting unity and collective action.
- Kaitiakitanga: Guardianship and sustainable care for the environment and community.
- Rangatiratanga: Exercising leadership, autonomy, and self-determination.
- Mātauranga: Valuing knowledge, education, and wisdom.
- Oranga: Ensuring holistic wellbeing.
- Mauri: Recognising the life force and vitality in all things.

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- Wairuatanga: Acknowledging spirituality and the connection to the sacred.

Procedures

- We will ensure that our work practices are culturally appropriate and comfortable for Māori and that Māori staff have the opportunity to access peer cultural support.
- It is the fundamental obligation of all Anglican Action employees to honour and implement the principles of Te Tiriti o Waitangi in their working relationships with colleagues, and clients. Employees must work in partnership with one another and in good faith, in a manner that is culturally appropriate. There is an obligation to work together on the basis of equality, reasonableness, and fairness.
- We will provide all kaimahi with the opportunities and support to develop their knowledge and awareness of culture, tikanga, and Te Tiriti o Waitangi training.
- Training for our Reintegration programme staff will include the five kaupapa of Corrections - wairua, whānau, manaaki, rangatira and kaitiaki and how to make these effective for residents/programme participants.
- We will ensure that Māori are equitable stakeholders and have opportunities to participate in all levels of the mission.

Responsibilities of Management/Missioner/Board

- We will actively engage with our commitment to Te Tiriti o Waitangi in our mission of “uniting Faith and Treaty”.
- We will continue with our co-leadership model of Missioner and Kaumātua.
- We will maintain the Anglican Action Kaumatua as a member of the Anglican Action Mission Trust Board.
- As we are situated on Ngati Haua land we will continue to have a Ngati Haua representative on the Anglican Action Mission Trust Board.

Supporting Documents

Ngā Pou Whaiora

Compliance

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Social Sector Accreditation Standards Level 2 Cultural Competence

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

[Please visit this policy on our policy to view these links.](#)

Diversity, Equity and inclusion

Ngā Rerenga o Te Tiriti Community organisations engaging with the Treaty of Waitangi

Working with Māori -Te Toka Tumonoana Policy, Oranga Tamariki Practice Centre

Te Tiriti o Waitangi, colonisation and racism (youtube)

Ministry of Health, Te Tiriti o Waitangi (Te Tiriti) Framework

[Te Whatu Ora, Māori Health Resources](#)

Māori health models

Review

Date: February 2025

Next review: by March 2027

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