



TE TIRITI O WAITANGI POLICY

Purpose:

We have an obligation to demonstrate our commitment to the Treaty articles:

- Article 1 - Te Tiriti guarantees to Māori a share in the power over decision making to work towards common objectives.
- Article 2 - Te Tiriti guarantees to Māori the power to define their treasures, Māori involvement, and the provision of protection to those treasures.
- Article 3 - Te Tiriti guarantees to Māori equality of opportunity for involvement and outcomes.

We believe staff should have a critical awareness of the historical, social, political, and educational issues related to Te Tiriti (such as colonisation, assimilation). They should be conversant with Te Tiriti o Waitangi and demonstrate a commitment to its principles in their practice.

Position Statement:

Wana Tamariki respects and acknowledges the unique position of Māori as tangata whenua in Aotearoa/New Zealand. We have a commitment to Te Tiriti o Waitangi and honour it as He Kawenata (a covenant) and He Taonga Tapu (a sacred treasure) between Māori and non-Māori. We acknowledge the legal preference to the te reo Māori version—Te Tiriti o Waitangi and view it as a living document.

We also acknowledge that there are linguistic and cultural differences between iwi and hapū, as well as some very important similarities. The language and culture are not one-dimensional; it is rich, complex and varied. In this regard, we will endeavour to use local protocols and language features in our practice.



Procedures:

- Staff will critique their own position of power, and any biases or negative stereotypes. They will seek to be 'change agents' in addressing the marginalisation of Māori language, knowledge and culture within society.
- Professional development funds and time will be made available for kaiako to develop their understanding of Te Tiriti and culturally sustaining practice.
- Staff will develop knowledge of the community in which they teach and understand the connection between the environment and people. They will develop relationships with local iwi and/or whānau to support the centre in implementing Te Tiriti.
- Management and staff will seek to consult with and encourage the participation and involvement of whānau in centre life. Where possible, curriculum will be developed in partnership with Māori to provide genuine opportunities for participation and to enhance learning outcomes for tamariki Māori.
- We acknowledge the importance of whānau to a child's wellbeing. Kaiako will develop meaningful relationships with whānau and seek out and respect their aspirations for their tamariki.
- Tamariki will be supported to become aware of their cultural heritage and develop a strong identity. Key markers for Māori identity are:
 - Identification as Māori
 - Cultural knowledge and understanding
 - Access to and participation in Māori society
 - Communication in te reo Māori
- Te reo Māori is an official language of Aotearoa. We recognise that Māori consider their language as taonga (treasure) that transmits their values, beliefs, and by extension their identity as tangata whenua. We acknowledge our responsibility as educators in contributing towards the protection and revitalization of the language. We believe in



showing respect for the language through correct pronunciation and grammatical usage.

- Kaiako will be supported to develop their knowledge and fluency in te reo Māori. There will be a collective commitment to using te reo in authentic, natural, and respectful ways throughout the centre environment. Te Reo will be seen and heard through greetings (including phone enquiries), farewells, karakia, books, ngā waiata Māori, play resources, signs, the use of phrases and words.
- Staff will develop an understanding of core Māori values:
 - Kotahitanga – Oneness/Unity
 - Kaitiakitanga – Guardianship
 - Wairuatanga – Spiritual Connection
 - Oranga - Health
 - Manaakitanga – Hospitality/Care
 - Whanaungatanga - Relationships and Connections
 - Mātauranga – Knowledge
 - Rangatiratanga - Leadership
 - Akonga – Reciprocal Learning
 - Tuakana/Teina Relationship – Reciprocal Learning
- All team members will have knowledge of tikanga Māori (protocols) and kawa (how tikanga is applied) and demonstrate respect and uphold these in all aspects of the centre's environment. Examples include:
 - Hui and marae protocol such as pōwhiri, karakia, mihimihi
 - The importance of food and hospitality to Māori gatherings
 - Not sitting on tables or putting hats or bags on tables



- Avoiding touching another person's head unless invited
 - Not wearing shoes in sleep room and placing sleeping arrangements so as to recognise the head as tapu.
- Centre management will purchase appropriate resources as they actively strive to deliver the principles of the Te Tiriti in everyday education implementation.
- Kaiako will reference Māori frameworks (such as Te Whatu Pōkeka, 2009), Māori values and language where appropriate within documentation.

Relevant Background, including legislation/ regulation/licencing references:

Implementation:

Review:

Authorised:	
Date:	
Review Date:	
Consultation Undertaken:	

