

Te Tiriti O Waitangi – Policy QO162

PRINCIPLE

At Ōtātara we have a commitment to the principles of Te Tiriti o Waitangi and the bicultural partnership it implies. We aspire for te reo me tikanga Māori to be visible in our programme. We strive to affirm each child's identity, language and culture.

AIM

1. For the children, whānau and staff of Ōtātara to recognise, acknowledge and value Te Ao Māori and it's kawa, tikanga and reo.
2. To ensure that there are opportunities for staff to participate in professional development on cross-cultural understanding, including opportunities to extend and strengthen their knowledge and understanding of the beliefs, values, practices and language of the Tangata Whenua o Aotearoa.
3. To ensure that te reo me tikanga Māori are planned for included, assessed and documented in the everyday curriculum of the Centre.

MANAGEMENT PLAN

Ōtātara Children's Centre is committed to increasing awareness of Te Ao Māori by the children, staff, management and parents/whānau of the centre. We recognise that to do this effectively, we must consult with Centre whānau, local Iwi, and Māori advisors to find the best ways in which Māori customs, values, practices and language can be woven through our curriculum.

This will be achieved by:

- An expectation of and support for staff to participate in PLD aimed at building competency in their practice of te reo, tikanga me kawa Māori.
- Consultation with local Iwi, EIT staff and other appropriate Māori advisors with expertise in this area.
- Providing resources which depict te Ao Māori.
- Planning a curriculum which incorporates te reo māori, kawa, local stories and tikanga including Māori concepts of teaching, learning and development.

Staff Development Plan

1. Job descriptions of all centre staff will include a commitment to incorporating tikanga Māori in their teaching practice to the best of each individuals' knowledge and ability.

2. There is an expectation for all staff to show a commitment to conscious, deliberate and continuous development of knowledge and practice in this area. This is assessed at each staff member's annual performance review.
3. There are planned opportunities and an expectation for staff to share knowledge in this area with other staff, management, children and whānau.
4. The Centre Management will ensure there is a library of resource materials about above topics for staff to utilise.
5. At EIT there is an expectation that all staff will participate in Herea te Rā, our institutional framework for staff development in this area.

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