

Te Tiriti O Waitangi – Policy QO162

1. PURPOSE

The purpose of this policy is to reflect the commitment of Ōtātara Children's Centre to the principles of Te Tiriti o Waitangi. These are the principles of protection, participation and partnership and which underpin our bicultural relationship with tangata whenua. We commit to te reo and tikanga Māori being visible in our programmes. We strive to affirm the identity, language and culture of our tamariki Māori and our tamariki of other ethnicities.

2. POLICY STATEMENTS

1. For the tamariki, whānau and staff of Ōtātara to recognise, acknowledge and value Te Ao Māori and especially te reo and tikanga Māori.
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, monitored and documented in the everyday curriculum of the Centre.
4. To ensure that the effective use of te reo and tikanga Māori is reported on a regular basis to EIT management.

3. PRINCIPLES

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. Updates on consultation will be shared with EIT management.
- Providing resources which depict te ao Māori.
- Planning a curriculum which incorporates te reo Māori, pūrākau (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 te reo and tikanga Māori in their teaching practice to the best of each individuals' knowledge and ability.

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Refer to the [QMS](#) for the latest version.

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 planned for and 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.
6. Progress in kaimahi language development, meeting of annual goals and with Herea te Rā will be reported to EIT management on a regular basis.

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