

Tiriti Partnerships

Mana Tiriti

Policy

Document Control			
Policy Manager:	Pouārahi Māori	Date First Approved:	January 2022
Policy Owner:	Chief Executive	Authorised by:	Wintec Board
NZIST Category:	Governance	Date Last Revised:	N/A
Wintec Taxonomy:	Governance	Next Review Date:	December 2022

1. Hei Punga Whakawhenua – Purpose and Scope

Tōia mai ngā taurira	Draw forward our learners
Tōia mai ngā kaimahi	Draw forward our staff
Tōia mai ngā tāngata nō ngā hau e whā	Draw forward the many people from the
Tōia mai i runga i te aroha me te rangimārie	four corners of the world
Kia mau, kia ita	Draw them forward under the mantle of
Haumi e, hui e	love and peace
Taiki e!	Let us remain steadfast to these words!

Te Tiriti O Waitangi is the founding document of Aotearoa New Zealand that anchors the stern of the waka and allows us to embed the foundations of a relationship with whānau, hapū, iwi and Te Kuratini o Waikato (Wintec). As a Crown Partner, Te Kuratini o Waikato has an obligation to ensure equitable treatment, care, and protection of Māori. Historically, the treatment of Māori by the Crown has not met these obligations. This policy represents a deliberate effort by Te Kuratini o Waikato to address and make clear our commitment to honouring the Articles of Te Tiriti o Waitangi.

This policy is an overarching governance policy. It represents a kawenata (agreement) with Māori, authorised by Te Kuratini o Waikato’s Board, and approved by the Te Tiriti Equity and Outcomes Sub-Committee and the Executive Leadership Team. The key principle that underpins this policy is one of working together to foster the growth of our students, to ensure their success and therefore the success of their whānau, hapū, iwi and wider community. It enables us to work collectively with a deeper understanding and respect for each other at all levels of our organisation. This policy is applicable to all students and staff at Te Kuratini o Waikato, whether Māori or non-Māori, other First Nation’s peoples, our international community, contractors, or permanent staff members.

This policy was written and translated by staff members of Te Kuratini o Waikato from across multiple teams, disciplines, and backgrounds in the bonds of partnership and equity, as exemplified under Te Tiriti o Waitangi. The opinions and knowledge of our students, staff and those hapū and iwi in the community in which we all serve have been instrumental in its creation. This policy is a ‘living’ document which can be reviewed and updated as needed.

A *Code of Practice on Enacting Tiriti Partnerships* is currently under development. This will provide more information on how we will enact Tiriti partnerships in a practical way at Te Kuratini o Waikato.

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Additional information, including a glossary of terms, is also in development. In the interim, where there is any doubt or lack of clarity as to the intent or meaning of any parts of this policy, please email toiamai@wintec.ac.nz to discuss.

2. Kia Mau Ki Te Hoe Urungi – Policy Statement

We will help our students navigate the seas as we seek to understand the great responsibilities that students have in defining their quest to be successful at the highest level.

The expectations of Te Kuratini o Waikato are that we manifest the essence of equity for all people: sub-tribes, tribes, families and communities, all New Zealanders. This is evidenced by the building of meaningful, equitable partnerships that are mutually beneficial and agreed upon by all parties. It is the strength of these relationships that will help us achieve equity for our students, families, and the wider communities of our Māori people.

These are the principles we follow at Te Kuratini o Waikato with respect to our Te Tiriti partners and Tiriti o Waitangi obligations:

- 2.1. Kāwanatanga:** To embrace and foster the vision of tangata whenua and their Te Tiriti partners, to ensure good and fair processes are adopted and applied for the duration of the partnership.
- 2.2. Mana Motuhake:** To support tangata whenua to drive and enable achievement of shared strategies, initiatives and outcomes.
- 2.3. Mana Ōrite:** To embed and realise equity for tangata whenua who are also ākonga Māori.
- 2.4. Wairuatanga:** To enable and normalise Māori language, values, principles, and the beliefs of tangata whenua at Te Kuratini o Waikato.

3. Whiria Ngā Aho O Te Rā Kia Ita – Commitments and Responsibilities

The following matrix takes a scaffolded, intentional, and collaborative approach to building relationships between stakeholders and the respective priority areas. These Te Tiriti Equity and Partnership priorities are interrelated, causal and necessary and as such are part of learner outcomes. It is expected that this commitment matrix is included and reviewed in the development process of all future policies.

Role based responsibilities (Ākonga, Staff, Council, Executive, Iwi and Hapū, Group/Centre Directors, Managers, Team Leaders, Corporate Services, Faculty, external partners, employers, industry, etc.) can be mapped back to the commitments made in each of the priority areas below. Roles are made from the union of capability and function required to deliver value to Ākonga. In a Tōia Mai context, this value stems from ākonga wants and needs that 'fill their waka' while it is hitched to the Te Kuratini o Waikato Tumu (mooring post). The value, and how it is created, is governed by this policy.

Tōia Mai Competencies	Te Pae Tawhiti Goals	Te Pae Tawhiti Outcomes	Te Tiriti O Waitangi
<p>Me aronui ki te Ākonga</p> <p>Aronui ki te ākonga (being learner centered).</p> <p>Capabilities and functions across the institution should centre on their relationship to delivering value to ākonga.</p>	<p>Wintec works with partner groups (Māori, Pacific, Iwi and Hapū, business and industry) to ensure alignment of provision with demand. Greater relevance should include embedded and measurable Mātauranga Māori across learning areas.</p>	<p>Wintec must demonstrate collaboration with Māori, Iwi and Hapū partners, as per legislative requirements, so as those relationships are meaningful, visible and proactively led in a governance context.</p>	<p>Wintec Governance protects the interests of ākonga, including their Iwi, Hapū and whānau, including the methods by which those interests have been ascertained.</p>
<p>Whakaumu</p> <p>Transformation that leads to a whole of organisation cultural paradigm shift and embedding of a new operating model.</p> <p>Change objectives and strategies have a clear focus on meeting Te Tiriti objectives, and this focus remains pivotal to our investments and planning.</p>	<p>Wintec is actively seeking growth in Māori cohorts (including those that might not be captured as part of traditional Educational Performance Indicators (EPI) measurements) and deliver programme selection guidance, pathway mapping and programme level scaffolding advice.</p>	<p>Wintec must demonstrate that all learning settings, functions, and capabilities are focused on ensuring equitable outcomes for Māori learners. This includes the right for ākonga to achieve parity of success across the impact framework, and other educational performance measures.</p>	<p>Ākonga have the right to make decisions over their education, resources and other taonga that they require.</p>
<p>Te Reo</p> <p>Valuing and responding to the voice of our stakeholders.</p> <p>The Te Tiriti Policy creates a formal mechanism through which stakeholder and te tiriti partner voices are heard, the methods through which they are sought and analysed, the obligations, commitment needed to ensure these voices shape decision-making, investment, planning and the</p>	<p>Wintec ensures equitable access and participation across pastoral and academic delivery channels. Where feasible and practical, this is tracked as part of institutional reporting.</p>	<p>Wintec must demonstrate that all learning settings, functions, and capabilities are focused on ensuring equitable outcomes for Māori learners. This includes the right for ākonga to achieve parity of success across the impact framework, and other educational performance measures.</p>	<p>The efforts, obligations (including their measures) that Wintec use as a subsidiary of Te Pūkenga which apply to all students</p>

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<p>actions we take. The policy makes ākonga and te tiriti partner voice are a key determinant of how learner settings are organised or respond.</p>			<p>are equally applied to Māori.</p>
<p>Mātauranga Māori</p> <p>Recognising the value-add that Māori knowledge makes to the learner journey.</p> <p>Programmes, including both Pastoral and academic, as well as the capabilities, functions, and business units around which they are organised demonstrably embed Mātauranga Māori values and principles. The lived experience of our te tiriti partners and ākonga is respected and acknowledged through the use of these principles as a way to promote learner success.</p>	<p>Wintec tracks ākonga outcomes; EPI's, Net Promoter Scores (NPS) and other satisfaction scores, including community satisfaction and post study social benefit analysis.</p> <p>Wintec planning, decision making and reporting processes demonstrate conscious consideration of Māori learners and communities.</p>		

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4. Measuring Success

It is important that the successful implementation of Tiriti partnerships across the organisation is monitored. Measuring the success of its implementation can be achieved by:

- Evidence of the Tiriti Partnerships policy’s principles being applied: Kāwanatanga, Mana Motuhake, Mana Ōrite, and protecting Wairuatanga in decision-making and organisational planning and action plans.
- Evidence of Tangata Whenua engagement in meaningful governance, strategic and management decisions and activities.
- Conducting annual reviews of the effectiveness of Te Kuratini o Waikato’s Customer Relationship Management system - Te Ngira to capture and record Te Tiriti partnership progress.
- Relationships are formalised with Māori, iwi and hapū through the co-design of Kawenata (Formal Agreements). The Kawenata are active and work well to achieve meaningful outcomes for all te tiriti partners.
- Pulse (Surveys) and Forums are conducted regularly. The surveys and forums give tangata whenua the opportunity to provide feedback on Te Kuratini o Waikato’s performance in supporting iwi and hapū needs and aspirations and in meeting the needs of ākonga.

5. Related Legislation, Regulations, Policies, and Forms

Legislation/Regulations	Policies	Forms / Other Links
Te Tiriti O Waitangi – The Treaty of Waitangi Education and Training Act 2020 Treaty of Waitangi Act 1975 Waikato Raupatu Claims Settlement Act 1995 Waikato-Tainui Raupatu Claims (Waikato River) Settlement Act 2010 Ngāti Hauā Claims Settlement Act 2014 Ngāti Koroki Kahukura Claims Settlement Act 2014 Privacy Act 2020 Public Records Act 2005	Enacting Partnerships Code of Practice (under development) All Wintec Policies and Procedures.	Te Pae Tawhiti Te Tiriti O Waitangi Excellence Framework (working draft, Te Pūkenga) Te Arawhiti Office for Māori Crown Relations – Tools and Resources Link to proposed page on Wintec website with additional information (under development).
Copies of New Zealand Legislation can be found on the New Zealand Legislation Website . You can view Wintec’s Policies and Procedures on the Policy Web . This is not an exhaustive list of policies, procedures, and legislation.		

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6. Records Management

In with the Public Records Act 2005, Wintec is required to provide an Information and Records Management programme to ensure that authentic, reliable and usable records are created, captured and managed to a standard of best practice, and to meet business and legislative requirements. All records relevant to a specific policy need to be listed in every policy in the following format:

Record	Minimum retention period	Disposal Action	GDA Reference #
Tiriti Partnership Policy The Policy document	10 years after date of last action	Retain as a public archive	5.1.1
Input to the formation of Te Kuratini o Waikato’s decisions and policies Inputs from student and staff networks, and other similar empowering initiatives	10 years after date of last action	Retain as a public archive	GDA 6 1.1.5

7. Version History

Version	Date Approved	Details
1	January 2022	First Published.