

# TE TIRITI O WAITANGI AND TE WAKA HOU WORKING WITH MĀORI

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## PURPOSE

The Male Survivors of Sexual Abuse Trust, Aotearoa New Zealand ('MSSAT|ANZ') Working with Māori Policy (the 'Policy') provides a guideline for peer-workers (both employees and volunteers), including trustees working for the national organisation or MSSAT|ANZ Member Organisations ('MMO's), who work with Māori (Iwi, Hapu and/or Whanau) to provide peer support services to Maori male survivors that may also involve their Whanau.

The overarching intention of the Policy is to reflect the founding document of Aotearoa New Zealand – Te Tiriti o Waitangi/ The Treaty of Waitangi (ToW), which is a living document that is acknowledged as a foundational policy that guides the work and activities of MSSAT|ANZ and its MMO's.

Te Waka Hou is MSSAT|ANZ's expression of commitment to ToW as a core value underpinning all MSSAT services and relationships with Iwi, Hapu & Whānau. It embraces the obligations and responsibilities of MSSAT|ANZ's relationships with Māori, which are defined by the following three articles of ToW:

**Article 1: Kawanatanga – governorship: to be responsive to Māori**

**Article 2: Tino Rangatiratanga – self determination; the recognition and acknowledgement of the status of tangata whenua and the importance of mana whenua**

**Article 3: Oritetanga – the principle of equality and the rights accorded to British subjects.**

## SCOPE

This Policy applies to all peer-workers (employees and volunteers), working for MSSAT|ANZ or an MMO and to MSSAT|ANZ trustees and advisors who work with Māori male survivors and/or their Whanau.

## OBJECTIVES

This Policy obligates MSSAT|ANZ to:

- Contribute to the achievement of optimal outcomes for Māori - to build partnerships and to be effective and responsive; and
- Develop the skills and knowledge of peer-workers and trustees to deepen partnerships and support and respond appropriately to Māori staff, Māori male survivors and their Whanau.

## DEFINITIONS

**Mana  
Whenua**

Refers to the mana (authority, control, influence) held by local people who have 'demonstrated authority' over land or territory in a particular area; the customary authority exercised by an iwi or hapu in an identified area.

<b>MMO</b>	Is an organisation that is affiliated via formal membership agreement as an official Member Organisation of MSSAT ANZ
<b>MSSAT ANZ</b>	Is the national organisation Male Survivors of Sexual Abuse Trust, Aotearoa New Zealand, which provides national governance, coordination and representation for MMO's.
<b>Peer-worker</b>	Means an individual engaged as employee or volunteer by MSSAT ANZ or an MMO to provide peer-support services to male survivors of sexual abuse.
<b>Ropu Māori</b>	
<b>Tangata Whenua</b>	Refers to Māori as the indigenous peoples of New Zealand and literally means "people of the land", from tangata, 'people' and whenua 'land'
<b>Trustee</b>	Means a trustee of MSSAT ANZ or an MMO

## TE WAKA HOU – CORE ELEMENTS

The Policy has three core elements' that together reflect MSSAT|ANZ's approach to working with Māori:

### ✚ **Being effective for Māori by:**

- Seeking to deliver services that are responsive to the needs and perspectives of Māori in a culturally appropriate manner; and
- Creating and maintaining a service that is responsive and respectful to the needs and perspectives of, and is culturally safe for Māori.

### ✚ **Being responsive for Māori by:**

- Growing the capability and capacity of our people through appropriate training and development for all staff to enable them to deliver services that respect Māori values and support Māori processes.
- Incorporating Māori values and perspectives in our policies, practices, processes and culture.
- Seeking relationships with ropu Māori that are strategic and mutually beneficial.
- Recognising that partnerships with Māori organisations are vital to the provision of effective and responsive services for Māori, and viewing partnership as a continually evolving relationship that balances the duties and obligations of kawanatanga and the aspirations of rangatiratanga.

### ✚ **Ensuring participation by Māori by:**

- Providing opportunities to involve Māori in decision-making, planning, development and delivery of all services.