

TE TIRITI O WAITANGI AND TE WAKA HOU WORKING WITH MĀORI

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.

MMO	Is an organisation that is affiliated via formal membership agreement as an official Member Organisation of MSSAT ANZ
MSSAT ANZ	Is the national organisation Male Survivors of Sexual Abuse Trust, Aotearoa New Zealand, which provides national governance, coordination and representation for MMO's.
Peer-worker	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.
Ropu Māori	
Tangata Whenua	Refers to Māori as the indigenous peoples of New Zealand and literally means "people of the land", from tangata, 'people' and whenua 'land'
Trustee	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.