

Type . Number / Version	Title			
<b>1.23/6</b>	<b>Maori Health</b>			
Service Area:	Date first drafted / approved:	Last approved by:(name and signature)	Last approval / review date:	Next Review Date:
Organisation	01012010	WALSH Trust Board	14062024	14062027

<b>Policy</b>	<p>Ka mahi tahi mātou ki te awhi, tautoko me te whakatairanga i tētahi tirohanga Māori ki te hauora me te whakarato i ngā ratonga kōunga nui, manarite, whaihua hoki mō te Māori, e tāparetia ana e Te Tiriti o Waitangi.</p> <p>WALSH Trust will work collaboratively to embrace, support, and encourage a Māori worldview of health and provide high-quality, equitable, and effective services for Māori framed by Te Tiriti o Waitangi.</p>
<b>Scope</b>	WALSH Trust Board of Trustees and staff
<b>Guidelines / Organisational documents/ Resources</b>	<p><a href="#">Whakatataka (The Māori Health Action Plan)</a></p> <p><a href="#">Mana Motuhake O Ngāti Porou – Decolonising health literacy. Thea Carlson.</a></p> <p><a href="#">Māori Health – Ministry of Health</a></p> <p><a href="#">Māori Health Overview</a></p> <p><a href="#">Tarāwaho putanga toiora o He Ara Oranga / He Ara Oranga wellbeing outcomes framework.</a> Mental Health and Wellbeing Commission.</p> <p><a href="#">Te Mana, Te Kāwanatanga: The Politics of Self Determination. Mason Durie.</a></p> <p><a href="#">Te Pae Tawhiti – Ministry of Social Development</a></p> <p>Walsh Trust Māori Health Action Plan</p> <p>WALSH Trust Tikanga policy</p> <p>Health and Disability Services Standards</p> <p>Ministry of Health “Let’s Get Real” Framework</p>
<b>Data collection</b>	<p>We collect data on:</p> <ul style="list-style-type: none"> <li>• How many service users identify as Māori.</li> <li>• How many staff identify as Māori.</li> <li>• Tribal affiliations of service users and staff.</li> </ul> <p>We use this information to ensure cultural relevant services are provided.</p>
<b>Principles/ Treaty of Waitangi</b>	<p>We integrate the following principles into service delivery:</p> <ul style="list-style-type: none"> <li>• Recognise and protect the link between people engaged with our service and whānau, whakapapa and turangawaewae.</li> <li>• With the informed consent of the person, the perspectives of whānau, hapu and iwi are integrated into all processes of service delivery; such as: assessment, planning, support, interventions, review, discharge and follow-up.</li> <li>• Our staff are trained in Te Tiriti o Waitangi, cultural competencies, tikanga and Māori models of health and wellbeing (refer to resource section).</li> <li>• We ensure mana whenua are involved in the development and evaluation of our services.</li> <li>• The principles of Te Tiriti o Waitangi are upheld and integrated in organisational and service delivery processes.</li> <li>• The concepts of whānaungatanga are actively implemented with people identifying as Māori: <ul style="list-style-type: none"> <li>o Tātau – collective responsibility</li> <li>o Mana tiaki – guardianship</li> <li>o Manaakitanga – caring</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"><li>o Whakatakoto tutoro – planning</li><li>o Whai wahi tanga - participation</li><li>o Whakamana – enablement</li></ul>
We maintain a cultural competent workforce	
Responsibility: WALSH Trust staff	
We achieve this by ensuring service delivery staff:	We access cultural support to:
<ul style="list-style-type: none"><li>• Attend <a href="#">Treaty of Waitangi</a> training.</li><li>• Attend <a href="#">cultural competency training</a>.</li><li>• Have access to a cultural advisor, Kaumatua, Kuia.</li><li>• Have access to Māori models of health literature.</li><li>• Have access to cultural supervision.</li><li>• Maintain links with relevant agencies that provide Māori centered services.</li><li>• Align training with the Let’s Get Real framework.</li></ul> <p>WALSH Trust will increase Māori representation across all levels of the organisation by advertising vacancies and opportunities to join the organisation in local forums, community networks and tertiary institutions in addition to usual advertisement channels.</p>	<ul style="list-style-type: none"><li>• Assess the cultural specific needs of people identifying as Māori.</li><li>• Access the resources required to respond to the identified needs.</li><li>• Advise staff on cultural appropriate service plans and delivery.</li><li>• Establish tikanga and kawa for our service context.</li></ul>
We provide a Māori–centered service	
Responsibility WALSH Trust Staff	
<ul style="list-style-type: none"><li>• We pronounce and write Māori names correctly.</li><li>• We provide a Māori interpreter as required.</li><li>• We provide information on the person’s rights in <a href="#">te reo</a>.</li><li>• We ensure we address the person in the appropriate way.</li></ul>	<ul style="list-style-type: none"><li>• We facilitate participation in Māori customs.</li><li>• We ensure culturally safe therapeutic relationships and service provision by adhering to tikanga and kawa.</li><li>• We integrate Māori custom when engaging with Māori.</li></ul>
Our Māori health plan identifies the specific processes we implement to ensure the principles of Te Tiriti o Waitangi are a lived experience at our organisation.	