

Te Kaupapa Here Manarau, Tautika me te Kauawhi

Diversity, Equity and Inclusion Policy

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<i>Ngā panoni:</i>	
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<i>Auau o te Arotake:</i>	<i>Ia rima tau</i>

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1.0 Kupu Arataki

E koekoe te tūi, e ketekete te kākā, e kūkū te kererū

There is strength in our uniqueness

Ka ārahi tēnei kaupapa here i te Kaunihera ā-Rohe o Whakatāne e pā ana ki te āhua o te whakarākei i te kotahitanga pāpori mā te tautoko i te manarau, te kauawhi me te tautika i ā mātou whanonga mahi o ia rā. Ka whakaahua tēnei kaupapa here i te tikanga a te Kaunihera ki te whakamana i te whai wāhitanga o ngā tāngata katoa, me te whakawātea huarahi ake ki ngā hunga he nui ake ngā tauārai ki te whai wāhitanga, otirā he nui ake te tūponotanga o te whakatoihara me te haukume.

Ko te iho o tēnei ko te mārama ki ngā mata tini o tō tātou tuakiri. Kīia ai tēnei ko tō tātou 'pūtāmitanga'. Mā te aro ki te pūtāmitanga, ka pai ake te tūtohu ki ngā rerekētanga o te tangata me te waihanga taiao e tū tangata ai i tō tātou ake mana.

He mea hira tēnei kaupapa here ki te whakarite i te whai wāhitanga ki te huhua tangata me ngā haporī manarau, te whakauru i a rātou ki ngā kaupapa me te tuku arawātea tautika ki ngā rōpū me ngā tāngata kua pā te whakatoihara me te tōhore ki a rātou.

Ka whai tēnei kaupapa here ki te whakatau i ngā tōhore ā-nahanaha me ngā anga ture ka whakamana i te tautika-kore mō te hunga kua whakaparahakotia me te hunga iti, me te whai anō ki te whakatinana i ngā tikanga tautika e tika anō ai ngā whakaritenga mā ēnei rōpū. He mea taketake tēnei kaupapa here ki te mahi a te Kaunihera ki te whakarato mahi, te whakawhanake haporī, te whiwhinga ā-pāpori me te whai wāhi me te tautoko i ā tātou haporī.

2.0 He tirohanga whakamuri

I te pane o te 2024, i waitohu te Kaunihera i tētahi Tauākī Whakaaetanga ki te rōpū o Whakatane- Accessible and Inclusive (WAI), e mahi tahi ai ngā rōpū e rua, kia mārama pai ake ki ngā kaupapa a te hunga whaikaha. I raro i te MOU, i oati te Kaunihera ki te waihanga i tētahi Kaupapa here Manarau, Tautika me te Kauawhi (DEI).

I kitea e ngā whai wāhitanga tūtata a te Kaunihera ētahi āputa e pā ana ki te DEI, ā, i tere te kitea kāore ētahi o te haporī i te whai wāhi, i rongo rānei i te kauawhi, tērā i ētahi atu o te iwi.

I tohu tēnei i te hiahia ki te whakatakoto huarahi ki te Kaunihera e pā ana ki te āhua o te whakarākei i te kotahitanga pāpori mā te tautoko i te manarau, te tautika me te kauawhi i ā mātou whanonga mahi o ia rā. He mea matua hoki ngā whakaarotanga DEI ki ō mātou putanga whiwhinga ā-pāpori.

Kua rangahaua e ngā kaimahi Kaunihera te hangapori o tō tātou hapori hei tūāpapa mō te kaupapa here, ā, i tautokona e ngā rangahau inekounga e pā ana ki ngā hapori taura here me ngā hapori hunga iti i te rohe. I whāia ngā whai wāhitanga tōmua pakari ki ō mātou hapori i te haurua tuatahi o te 2024 e mārāma pai ake ki a rātou o te porihanga kāore i tino rangona i mua, me te whakarato mōhiohio paepito mō te whanaketanga o tēnei kaupapa here.

I uru ki ngā hui tōmua nei ngā uiui rōpū aronga me ēnei hunga whai pānga:

- Ngā Kaumātua
- Ngā Taiohi
- Te Hunga Kanorau ā-roro
- Te Hapori Takatāpui
- Ngā Tāngata Whaikaha
- Te Hunga Noho Tuawhenua
- Ngā Whānau Ohiti

Ehara tēnei i te rārangi roa o ngā hapori i te rohe hei aronga nui.

3.0 Tīaroaro ā-Rautaki

Mahere Pae Tawhiti 2024-34

Ka tīaroaro tēnei kaupapa here, ka whai wāhi hoki ki te Whakaarotau ā-Rautaki a te Kaunihera o te whakarākei i te haumarū, te oranga me te ngangahau o tō tātou hapori.

Te Rautaki Toi Waka Whakarei

Ka tautoko te Rautaki Toi Waka Whakarei i te Kaupapa here Manarau, Tautika me te Kauawhi (DEI). Ka tautoko te Toi Waka Whakarei i te Kaupapa here DEI kia mātua whakarite te whai whakaarotanga ki te Mana Taurite, te Mana Ōrite me te Mana Motuhake. E ai ki te Rautaki:

- Ka whai wāhi ngā Tāngata Māori, ahakoa te iti, te nui rānei, ki te whakatinana i te tirohanga Ao Māori me te mātauranga Māori ki ngā tikanga whai wāhi ki ngā mahi ā-pāpori, ā-ōhanga, ā-ahurea hoki puta noa i te rohe.

- He mana ōrite tō ngā Māori ki ngā kirirarau o Piritānia i raro i te Atikara Toru o Te Tiriti o Waitangi, e whakaū ana i te wātea o te Māori i te whakatoiharatanga, me te te here i te Karauna ki te whakatairanga i te tautika "...[me] te kaha whai i te whakakore i ngā tauārai ki ngā ratonga e puta ai ngā putanga tautika-kore."
- Mana Ōrite, ka rongohia ngā whakaaro o tēnā o tēnā, ka whai whakaarotia, ā, me te mana whai whakamārama ōrite.
- Te tikanga o te Mana Motuhake nā te Māori mā te Māori

Ko ētahi tauira o ngā mātāpono e hāngai ana ki te Mana Taurite ko te:

- Ngā Ratonga Tomopai - Kia whai āheinga wawe, tautika hoki ngā Iwi, ngā Hapū me ngā Whānau, ahakoa te ira, te hauātanga, te pakeke, te hōkakatanga, te mātāwaka, te whai rawa, te wāhi noho, ki ngā ratonga tika
- Ngā Hoa whai Mana Whakatau - He mōtika ō ngā Iwi, ngā Hapū me ngā Whānau whakamahi ratonga ki te mana whakatau. Mā te mahi tahi ki te hunga ngaio, e hiki i te kounga, te haumarua me ngā wheako o ngā ratonga, e hua ai ngā putanga tautika. Me pēnei pea te kōrero 'kāore he āhuatanga mō mātou, ki te kore mātou.'
- Tikanga Mahi Kounga mā te mahi tahi - Ko ētahi ratonga tika ko te māranga ki ngā wheako ao o te tangata me ngā whānau me te whakataunga ngātahi mō rātou.

Ahakoa ka aro te Rautaki Toi Waka Whakarei ki ō mātou hononga ki ngā Iwi, Hapū me ngā Whānau, ko te Mahere Mahi Hononga e tāmau ana i tēnei Rautaki, e ono ngā Aronga Rautaki, otirā e rua o ērā ka whai pānga ki tēnei Kaupapa here DEI, me te āhua o te tautoko a te Rautaki Toi Waka Whakarei i a ia. Arā:

(3) Te tū hei whakahaere whai mana - Ka mahi te Kaunihera ki te whakatutuki i āna oati me āna takohanga ā-ture ki te Māori i raro i Te Tiriti o Waitangi, me te whai anō kia tareka anō e ngā kaimahi te whakatutuki i ngā putanga Māori.

(4) Te whakatairanga i te tuakiri Māori - E whai ana te Kaunihera ki te whakaata me te whakatairanga i te ahurea me te tuakiri Māori i te taiao mahi, ā, kia whai uara te mātauranga Māori.

Te Kāwanatanga ā-Rohe i Aotearoa (LGNZ)

E whakaponu ana a Te Kāwanatanga ā-Rohe i Aotearoa (LGNZ) i te manapori kauawhi, ā, ka whakarato rauemi hei whakatairanga me te tautoko i te manarau me te whai

wāhitanga ki ngā mahi kaunihera. Ka mahi rātou puta noa i ngā awa mahi e rima ki te whakaaweawe i ngā kaunihera hei wāhanga o te rautaki DEI, pēnei i te:

1. Tāmau i Te Ao Māori i roto i te rāngai
2. Whakapai ake i te ahurea me te oranga i roto i te kaunihera
3. Whakapiki i te āheinga o te rāngai e pā ana ki te aroā ā-ahurea
4. Whakapiki i te manarau o ngā kaikaunihera
5. Akiaki i te whai wāhi nui ake o te iwi me te hapori mā te whakatairanga kōrero me te mātauranga.

Ka urupare tēnei kaupapa here ki ngā matea tūtata me te urupare hoki ki ngā anga ā-motu, ā-ao hoki, ina koa: te pūmautanga o Te Kāwanatanga ā-Rohe i Aotearoa ki te Haukāingatanga; te Anga Kotahitanga Pāpori a Te Manatū Whakahiato Ora; Te NZ Bill of Rights Act (1990); me ngā United Nations Sustainable Development Goals (SDG5: Manarite ā-ira, SDG10: Whakaitinga manarite-kore, SDG16: Rongomau, te Tika me ngā Whare Pakari)

4.0 Ngā Ture

Ko **Te Tiriti o Waitangi** te tuhinga pūtake o Aotearoa. I raro i Te Tiriti, me whakatū, me pupuri, ā, me whakapai ake ngā kaunihera i ngā arawātea ki te Māori kia whai wāhi ki ngā tukanga whakatau take a ngā kaunihera.

Ko tā te **New Zealand Bill of Rights Act 1990** he tiaki i ngā mōtika raraupori, tōrangapū hoki o ngā tāngata o Aotearoa. I raro i tēnei Ture, kei a tātou katoa te mōtika kia wātea i te whakatoihara, i raro i te Human Rights Act 1993.

Kei roto i te **Building Regulations 1993** te Tikanga Hanga Whare hei whāinga mā ngā hanganga whare katoa o Aotearoa. Kei roto i ngā wāhanga tomopai o te Tikanga Hanga Whare, me āhei ngā tāngata whaikaha ki te whakahaere i ngā mahi me ngā ritenga i roto i ngā whare.

Ka tiaki te **Human Rights Act** i ngā tāngata katoa o Aotearoa i ngā mahi whakatoihara i runga anō i ngā āhuatanga whaiaro, pēnei i te whakapono, te iwi, te mātāwaka, te hauātanga, te pakeke me te hōkakatanga.

I raro i te **Local Government Act 2002**, me whai whakaaro ngā kaunihera ki te whakatairanga i te oranga ā-pāpori, ā-ōhanga, ā-taiao, ā-ahurea hoki o ngā hapori ināianei, ā, ake tonu atu. I te wā e whakatau take ana, me whai whakaaro ngā kaunihera

ki te manarautanga o tō rātou hapori, ngā aronga o te hapori me ngā aronga o te hapori i muri ake nei.

5.0 Ngā tikanga o ngā kupu

Ngā Hapori aronga nui – e hāngai ana tēnei ki ngā rōpū e ngātahi ana ngā āhuetanga, ngā wheako, ngā hiahia rānei e whakaahua ana i te kotahitanga o te tuakiri me te aro motuhake kia whakatūturu te tautika me te kauawhi. E tautuhi ana ēnei hapori ki te iwi, te mātāwaka, te ira, te hōkakatanga, te pakeke, te tūnga pāpori, te kaha, te āhuetanga ōkiko rānei, te whakapono, te pūnaha tikanga matatika, te takenga ā-iwi, me ngā whakapono tōrangapū rānei.

Kaunihera- ko te Kaunihera ā-Rohe o Whakatāne.

Manarau - i tēnei kaupapa here ko te tikanga tēnei o te whakauru, te whai wāhi rānei o te hunga o ngā momo takenga ā-iwi, te mātāwaka, te ira, te hōkakatanga, te pakeke, te tūnga pāpori, te kaha, te āhuetanga ōkiko rānei, te whakapono, te pūnaha tikanga matatika, te ūkaipō, me ngā whakapono tōrangapū rānei.

Manarite - e tohu ana i te mātāpono o te whakaute ōrite ki te tangata me te tuku i ngā arawātea me ngā rauemi ōrite ki te tangata, ngā rōpū rānei ahakoa he aha te matea. Ka aro ki te ōrite o ngā whiriwhiri ki te tangata, me te kore e whai whakaaro ki ngā matea motuhake, ngā āhuetanga, ngā tōhore rānei o mua, ka pā ki ētahi tāngata, rōpū rānei.

Tautika - ko te tōkeke me te tika o te tuaritanga o ngā rauemi, ngā arawātea me ngā momohotanga, me te aro anō ki ngā āhuetanga ahurei me ngā matea o te tangata me ngā rōpū. Ka tūtohu i te rerekē o ngā tautoko, ngā āwhinatanga rānei hei tuku ki ngā tāngata me ngā rōpū rerekē e eke ai rātou ki te taumata e noho ana ētahi atu tāngata. E whai ana te tautika ki te whakatikatika i ngā tōhoretanga ā-nahanaha, o mua hoki, e eke ai te 'manarite o te arawātea'.

Kauawhi - ko te tikanga, te ture rānei o te tuku āheinga ōrite ki ngā arawātea me ngā rauemi mā te tangata kāore pea e whiwhi, otirā ka whakaparahakotia, pēnei i te hunga hauā ā-tinana, ā-hinengaro, me ngā rōpū tokoiti.

Tokoiti - ka tohu i ngā āhuetanga i roto i te taupori (te iwi, te tūnga whairawa, ngā pūkenga, te pakeke, te ira, te whakapono) nō tētahi wehenga tokoiti, i ērā o te hangapori kāore e tautuhi ki aua āhuetanga. Ka pāhikahika ngā pānga ki ēnei rōpū.

Ko ngā rōpū kua **whakaparahakotia**, ko ērā i aukatia i te taiao ohapori me te tōrangapū o tētahi porihanga nā ngā pānga pāhekoheko o te tāmitanga, te haorawa me te tamarutāne. I ētahi wā ka hanga ēnei tukanga i ngā taiao ka aukati i te tatanga nā runga i te hōkakatanga, te ira, te wāhi, te mātāwaka, te whakapono, te tūnga pāpori, te hauātanga rānei. Ka pāhikahika ngā pānga ki ēnei rōpū.

Ko te **Pūtāmitanga** te āhua pāhekoheko o ngā tikanga wehewehe tāngata pēnei i te iwi, te tūnga, me te ira i tōna pānga ki tētahi tangata, rōpū rānei, e kīia nei kua hangaia he inakitanga me ngā taupuhipuhitanga o ngā pūnaha whakatoihara, tōhore rānei.

Ko te **Haukāingatanga** te whakamahi i te kaha, te mātauranga, ngā pūkenga me ngā whakaaro o te hau kāinga ki te whakapakari i ngā whakataunga me ngā kawenga ratonga. Ka puta ētahi otinga pai ake ki ngā raruraru, ka whakatipu i ngā hononga pakari ake, otirā ka whai hua te tangata i ngā tūwāhi tūtata. Ko te hua pea o te haukāingatanga ko ngā otinga whāomo, whaitake, me ngā whakataunga pai ake hei whakamana i ngā hāpori ki te whakatau i ō rātou ake whakaaro ki tō rātou ake whanaketanga. Ka tū te haukāinga hei kaiwhakahaere i ngā kaupapa.

Kei noho ka whakatau, mā tātou anō e whakatau - i puta mai tēnei mātāpono i te nekehanga mōtika whaikaha engari kua whāngaihia whānuitia e ngā rōpū kua whakaparahakotia me ngā rōpū tokoiti ki te hāpai i ngā āheinga ōrite. E whakanui ana tēnei mātāpono i te whakataunga mō tētahi rōpū mā tērā rōpū anō hoki i te tukanga whakatau take.

Ngā panoni whaitake - he panonitanga ki tētahi pūnaha e tōkeke ai tētahi pūnaha mō tētahi tangata, i runga anō i tētahi matea hāpono. Ka rerekē pea te āhua o te matea. Tērā pea ko ngā āhuatanga nei nā runga i te whakapono, ā-tinana, ā-hinengaro, ā-kare ā-roto, ā-mātauranga, ā-mahi rānei, otirā e whakahauhia ana e te ture.

6.0 Ngā whāinga

Ko ngā whāinga o tēnei kaupapa here he:

- a) whakatipu i te wairua noho huānga mā ngā tāngata katoa i tō tātou rohe
- b) whakauru i te hunga kua whakaparahakotia me ngā rōpū tokoiti rānei ki ngā whakataunga take
- c) tuitui me te pupuri i ngā hononga ki ngā hāpori kua whakaparahakotia, me ngā hāpori tokoiti rānei
- d) whakaatu i te aroha, te tauwhiro tangata me te whakaute ki ngā hāpori kua whakaparahakotia me ngā hāpori tokoiti rānei i te rohe

- e) akiaki i tētahi taiao e noho haumaruru ai ngā hapori kua whakaparahakotia kia tū kaha ai rātou.

7.0 Te Kaupapa Here

He ariā pāhekoheko te manarau, te tautika me te kauawhi, otirā koia te matū o tēnei kaupapa here. Ko te manarau e kōrero ana mō te tangata me ngā rōpū rerekē i te hapori, ko te kauawhi e kōrero ana mō te whakauru i aua rōpū, tāngata rānei, ā, ko te tautika e whai ana ki te whakaōrite i te papa ritenga mō aua rōpū rā. Kua whakarōpūtia ngā wāhanga o te kaupapa here i raro ki ēnei mātāpono, ēngari tērā pea ka uru ki ētahi, kua ki te kotahi.

Manarau

Ko te whānuitanga o te manarau ko te noho huānga, te whakanui i ō tātou tuakiri, te mōhio me te whakamaioha ki te pūtāmitanga o ngā tāngata, kia whai kanohi kitea ngā tāngata i ō tātou hapori.

7.1. Ngā Kaupapa Mātauranga me te Aroā

Ka tautoko te kaunihera i ō tātou hapori e tutuki ai te manarau o ngā māngai kaunihera, me te whakanui i te tuakiri me ngā pūtāmitanga o te tangata mā te:

- 7.1.1 Tuitui i te māramatanga ki te Manarau, te Tautika me te Kauawhi i ngā hapori
- 7.1.2 Tautoko i ngā kaupapa aroā a te hapori
- 7.1.3 Tautoko i ngā taiopenga e whakanui ana i te tuakiri tangata me te tuakiri hapori, i runga anō i ō rātou wheako.
- 7.1.4 Manaaki i te tangata i runga anō i te mana me te whakaute i ō rātou mōtika me ngā whakapono.

Kauawhi

Ko te kauawhi, he whakapiki i te kotahitanga pāpori me te hononga i roto i ngā hapori.

Ka aro te kaunihera ki ēnei tū mahi hei tautoko i ngā tāngata o te rohe me ngā hapori hei aronga nui:

7.2. Raraupori, manapori me te whakatau take

Ka tautoko te kaunihera i te iwi me ngā hapori kia whai wāhi ki ngā whakataunga take mā te:

- 7.2.1 Whakawātea i te wāhi e rangona ai ngā reo o ngā kāhui tāngata.
- 7.2.2 Akiaki i te whai wāhitanga me ngā whakaaro mō ngā kaupapa a te Kaunihera.
- 7.2.3 Whakarite kia nui ake te mārama ki ngā take raraupori me te manapori, me ngā tukanga whakatau take.

7.3 Ngā Wāhi ā-Hapori Haumarū

Ka whakarato te Kaunihera i ngā wāhi e noho haumarū ai ngā hapori, mā te:

- 7.3.1 Whakawātea i ngā wāhi tiri haumarū o te Kaunihera hei whakamahinga mā te hapori
- 7.3.2 Whakawātea i te wāhi e haumarū ai ngā tangata katoa o te rohe i tō rātou mana āhua ake.
- 7.3.3 Whakarākei me te pupuri i tō tātou taiao ōkiko e tomopai ai mā ngā tāngata katoa.

Tautika

Ko te tautika e tautohu ana i te āhua o te whakaea mana ōrite i ngā matea o te hapori mā te unu i ngā tauārai me te whakatairanga i ngā arawātea ōrite. Ko tā te porihanga tautika, he whakarite i te tika me te rongomau i roto i ō tātou hapori.

Ka aro te Kaunihera ki ēnei aronga hei whakatairanga i te tautika i roto i te rohe:

7.4 Āheinga Tomopai

Ka whakaarotautia e te Kaunihera te āheinga tomopai mā ngā tāngata katoa o te rohe mā te:

- 7.4.1 Whakarite i te āheinga tomopai ki ngā ratonga Kaunihera me te whakarato mōhiohio ki ngā hōputu e hāngai ana ki ngā matea me ngā mariu a ngā kainoho i te rohe.
- 7.4.2 Whakamahi i ngā mātāpono hoahoa kauawhi, arowhānui hoki/rānei, hei unu i ngā tauārai ki ngā wāhi ōkiko, ngā mōhiohio me te whakaurunga ki ngā mahi.
- 7.4.3 Whakarite i ngā āheinga tomopai ki ngā taiao tairongo me ngā taputapu tairongo

7.5 Te Hautūtanga Kauawhi me ngā Panoni Whaitake

Ka whakaatu te Kaunihera i te hautūtanga kauawhi mā te:

- 7.5.1 Whakapiki i te aroā me te mārama ki ngā panoni whaitake, kia whai whakaaro ai ngā ratonga tautika ki ngā matea a te katoa.
- 7.5.2 Whakatinana i ngā panoni whaitake i roto i ā mātou ake Kaupapa here Manarau, Tautika me te Kauawhi me ngā tikanga mahi o te whakahaere

7.5.3 Whakamahi i te arotahi manarau, te tautika me te kauawhi i roto i ngā whakataunga take, hei karo i te whakatoihara, hei whakatairanga i te kauawhi, me te whakapiki i te mahi tōkeke i te rohe, i ngā wā e taea ana

7.5.4

8.0 Ngā haepapa

E noho haepapa ana Te Kaunihera ā-Rohe o Whakatāne ki te whakatinanatanga, te aroturukitanga me te arotakenga o tēnei kaupapa here.

Ka pā tēnei kaupapa here rāwaho ki te mahi whiwhinga, whakahaere me te kawenga o ngā ratonga Kaunihera. Ka whakamōhio atu anō hoki ki te whanaketanga o ngā mahere me ngā rautaki o te Kaunihera. Ko te kawataua ia, ka ū ngā māngai kaunihera, ngā kaimahi, ngā kaitūao me ngā kaikirimana e mahi ana mā te Kaunihera, ki tēnei kaupapa here.

Ka tautoko mātou i te whanaketanga o ngā mahere mahi ā-hapori e ū ana ki tēnei tuhinga, hei tautoko i te whakatinanatanga o tēnei kaupapa here.

Ka whai wāhi tēnei kaupapa here ki te kaupapa here rāroto o te manarau, tautika me te kauawhi a Te Kaunihera ā-Rohe o Whakatāne, me ngā tukanga whakahaere a te Kaunihera.

Mā te whakatinana i tēnei kaupapa here, ko te manako ka whāia e ētahi atu pakihi me ngā whakahaere, arā ki te whai whakaaro ki ngā mātāpono Manarau, Tautika me te Kauawhi i roto i ā rātou mahi.

9.0 Te Arotake

Ka aroturuki te Kaunihera i te whaitake o te kaupapa here i te arotakenga me te mahi pūrongo, otirā ka arotake i te kaupapa here i ia rima tau.