

Guiding Principles

1. INTRODUCTION

The purpose of this policy is to ensure that all services provided by the Employer are guided by a set of interconnected principles, and to describe those principles.

2. POLICY

- 2.1 **Parents as leaders** (Te tu Rangatira a nga Maatua) – all support programmes must not disempower or undermine the mana of the parent. Any disempowerment is culturally unacceptable; runs counter to our philosophy of Te tu Rangatira a nga Maatua. It will undermine the potential success of the programme by alienating the parents. Parents must be involved and encouraged to lead the programme.
- 2.2 **Child focus** (Kai Whangai nga Tamariki) - all parents want what is best for their children. They want to be good parents, and to develop with their children. They know their children better than anyone else. This must be the point of engagement with the family, and the point at which the mana of parents is sustained.
- 2.3 **Family diversity** (Whanaungatanga) - families are all different: different histories, different resources, different aspirations. They have a defining whanau identity. This diversity must be respected. The potential success of delivery will depend on identifying, respecting and building on this diversity.
- 2.4 **Tuturu Tangata** - we believe in the individual and the whole person. The person has four spheres - wairua, tinana, hinengaro and whanau. Our support must address each of these spheres within the family. Our services are designed to do this. Again a failure to speak to the whole person will compromise the potential success of the programme. We take this holistic approach to all our work.
- 2.5 **Positive change in adversity** (Kia u Ki to Mana Wairua) – All support must emphasise the positive.
- 2.6 **Start from what is there** (Kia tu Tangata) - we have a guiding philosophy that all families have resources to re-start their families. All families have strengths and recognise their needs. We have a strong aversion to any form of cultural deficit thinking, and that any programme that starts from the position of what is missing is doomed to failure.
- 2.7 **Tihei Mauri Ora** - cultural sensitivity is paramount. Any sense of idealism that guides the process of engagement with families must be Maori, and must be Whanau, Hapu & Iwi influenced. The guiding ideals and family structures of the middle class, pakeha, nuclear family are alien, inappropriate and will not work.
- 2.8 **Life is a process of development** (Te Whei Ao, Te Ao Marama) - we all develop, we all learn, we all make mistakes. Any programme that we deliver will have the guiding philosophy that development is positive and a part of life, and that given time we will all get to where we are going.

Responsibility for Procedure:	Manager
Approving Authority:	Manager
Reference:	Service

- 2.9 **All support is a partnership between Iwi, whanau and staff member.**
This partnership is based on mutual respect and the joining of peoples and cultures (Te Hononga).
- 2.10 **The overall goal** is not a material goal but the development and well being of the whole person (Te Hauora, Kia tu Tinana).

3. RESPONSIBILITY

- 3.1 Individual Employees are responsible for following the above principles and practices where appropriate.
- 3.3 Managers are responsible for ensuring their staff follow this policy where appropriate.

4. COMPLIANCE

- 4.1 Any established breach of this policy may constitute misconduct and will be dealt with in accordance with the Employer's Policy on Discipline and Dismissal Procedures for Misconduct.

5. REFERENCES

- 5.1.CYF Standards for Approval 2000
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