

Cultural Understanding Policy

Rationale

St Chads is an organisation which respects and values all people. It aims to recognise and reflect the cultural diversity of the New Zealand population within the service delivery at St Chads. St Chads also acknowledges that improving the health and disability outcomes for Maori are a priority of the Government and will act to promote an equality of outcomes for all people.

Purpose

- To have programmes that reflect where appropriate, the unique place of Maori as Tangata Whenua and the principle of partnership as inherent in Te Tiriti O Waitangi
- To offer St Chads clients, opportunities to experience the stories and symbols of theirs and other cultures and to discover and develop different ways to be creative and expressive
- To develop a specific emphasis on pathways for Maori to improve their outcomes at St Chads

Guidelines

- Programmes will be inclusive, equitable and culturally appropriate
- Staff can demonstrate ability in effective cross cultural communication and sensitivity (eg: ease in interactions with people from other cultures) and ease in working with varying cultural behaviours and viewpoints
- St Chads will seek the voice and representation of Maori at all levels of the organisation to promote equality of outcomes for Maori
- Maori will be recognised at all levels of the organisation
- St Chads will recognise the significance of Te Reo to New Zealand. This extends to everyday programs and signage as well as for events and hui
- Staff will undertake cross cultural awareness/training as required

Supporting Documents

Programme Policy

Programme Quality Standards

Document Control Parameters:

The provisions of this Policy supersede and replace all previous Cultural Understanding Policies, procedures and guidelines.

Policy Review:

This Policy is to be formally reviewed every second year.

St Chads Communication Centre Trust		
Date ratified: December 2005	Date reviewed: February 2019	Next review: February 2021