

Ngā Mātāpono - Te Kawa Maiororo Principles

General

The following principles underpin the regulatory framework to ensure the purposes are met. The principles are grouped under four Mātāpono (Whakaritenga, Tangata, Tiriti and Ako). These mātāpono further provide the inclusion of Māori perspectives, affirm the need for equity and partnership and aid in summarising what sits at the core of the regulatory principles.

(1) The principle of WHAKARITENGA

Natural justice underpins regulatory processes and in dealing with conflicts and issues is assured:

- Ākonga have the right to be heard and their perspective considered.

Plain language is used to ensure wide understanding by ākonga and employers:

- Academic speak and legalese is minimised.

Regulate only what needs to be regulated to ensure desired outcomes are met and/or better outcomes are achieved:

- Common requirements imposed only where essential.
- Standardisation does not compromise accessibility and responsiveness.

(2) The principle of TANGATA

The interests of ākonga collectively and individually take precedence:

- Life-long learning is enabled.
- Learning opportunities are provided in the right place, at the right time and in the right way for ākonga success.

Accessibility and inclusivity are ensured, and diversity encouraged:

- Opportunities for participation are enhanced and barriers removed.
- Discrimination and marginalisation are avoided.
- The needs of diverse ākonga and underrepresented groups are addressed.

Portability and transferability of learning is enabled:

- Relevant learning across Te Pūkenga is recognised, regardless of where and how that learning has occurred.
- Workplaces are valued as places of teaching, learning and assessment.
- From provider to provider, workplace to workplace, and workplace to provider and vice versa.

(3) The principle of TE TIRITI

Equitable outcomes are encouraged:

- Regulations remove and do not create barriers.

Te Tiriti o Waitangi is honoured, ensuring the needs of ākonga Māori are met:

- Partnership with Māori is assured.
- Te Ao Māori is affirmed.

(4) The principle of AKO

Excellence of process and outcomes is enabled:

- Evidence based good practice in teaching, learning and assessment is promoted.
- Innovation in teaching, learning and assessment is empowered.
- Māori beliefs and ways of doing and knowing are incorporated into programmes of study.

Ngā Uara - Te Pūkenga Values

Manawa nui | We reach out and welcome in

Manawa nui describes a person or group's behaviours that embody manaakitanga, humility, patience, respect, tolerance, and compassion.

What is Manawa Nui?

- We actively seek diversity knowing this supports equitable decision making and outcomes.
- We welcome everyone. Your unique worldview makes us who we are.
- We care about each other, demonstrate manaakitanga and gratitude, and create safe spaces where people feel comfortable contributing and sharing.
- We seek the expertise of others, recognising we are part of a bigger picture.
- We call out behaviours that go against our values.

What it isn't

- being negative or critical of others
- close mindedness, shutting down ideas without discussing them or ignoring the diverse views of others
- avoiding tough issues because they are difficult or uncomfortable.

Manawa roa | We learn and achieve together

Manawa roa describes a person or group's behaviours that embody staying power, resilience, fortitude, grit and doing what needs to be done to achieve the collective goal.

What is Manawa roa?

- We embrace opportunities to try new things and learn from our mistakes.
- We work together, always striving for better.
- We are about progress, not perfection.
- We participate proactively and seek input from others.
- We provide feedback that is honest, constructive, and respectful, in order to elevate each other's greatness.

What it isn't

- doing things the same way they've always been done
- focusing on winning the argument
- making excuses or blaming others when something doesn't go right
- working in silos or in isolation of others or other teams
- holding back delivery for the perfect solution or waiting for consensus to make decisions.

Manawa ora | We strengthen and grow the whole person

Manawa ora describes a person or group's behaviours that embody breathing life into all aspects of another life form.

What is Manawa ora?

- We remove barriers and acknowledge the needs of others and their wellbeing.
- We empower people to give their best and recognise their unique contributions.
- We encourage initiative and contribution at all levels.
- We are generous with our time and expertise, and we look for opportunities to learn from others.
- We are transparent and open about decisions, and we support the decisions of others.

What it isn't

- putting others in situations where they feel unsafe or uncomfortable
- accepting mediocrity or reluctance to stretch ourselves
- going back on our commitments to contribute to mahi or support others
- relinquishing responsibility for the things we are tasked with
- withholding support or undermining decisions.