

TE PAE O UTA



Kokiri Tahī



Creating Enablers



Increased Participation



Mahitahi - Working with Māori

He Ara Tāmata - Creating Great Places, Supporting Our People

He Whenua Rangatira - A District of Sustainable Prosperity and Well-Being

Far North District Councils vision and mission illustrates the connection between people and place. This is especially so for tangata whenua who have a long and rich association with the Far North. Council recognises this long settlement and therefore the special position of tangata whenua within this District and the significant and long-term role Māori have to play in Council's decision-making.

As important are our values by which we operate.

- Manawatōpū: Unity of purpose and working together
- Kaitiakitanga: Environmental stewardship and sustainability
- Mana tangata: Respect and fairness
- Te Tiriti o Waitangi: Partnership
- Tū tangata: Strong cultural identities
- Whanaungatanga: Family, community, connecting and sharing

Council recognises it needs to establish meaningful and enduring relationships with Māori in order to enable effective participation in decision making while at the same time achieving mutually beneficial outcomes. Our values provide a vehicle for this to occur.

Translating our vision, mission and values into tangible outcomes for and with Māori, three key areas of work have been identified to help guide and underpin our work:

- **Increased Participation In council structures and decision-making processes**
- **Create enablers across staff to respond more effectively to Māori**
- **Kōkiri Tahi – Empowered communities, working collaboratively**

Understanding these goals and embedding them across all functions is crucial if Council is to be successful in building relationships with Māori founded on trust and mutual respect.



Increased participation In council structures and decision-making processes

The Far North has a rich and diverse history. We have one of the largest Māori populations in New Zealand with over half of the district identifying as Māori. The Far North is also home to the Te Tiriti o Waitangi / the Treaty of Waitangi, the founding document of Aotearoa New Zealand.

The Council acknowledges and respects the Crown's responsibility as Treaty partner and the requirement of local government to take into account the principles of Te Tiriti o Waitangi / the Treaty of Waitangi, specifically the obligations placed on Council

to provide opportunities for Māori to participate in decision-making and other council processes which is meaningful to both parties.

Council also recognises the requirement on local government to contribute to the Crown's broader relationship responsibilities by ensuring engagement with Māori is meaningful.

Council also recognises the Treaty of Waitangi settlement process and outcomes, and is committed to supporting the spirit and implementation of our District's Treaty settlements and assisting negotiations between the Crown and Māori when invited.

Council will:

- strengthening relationships with mātauranga and Te Ao Māori
- enabling Māori participation in council decision-making processes
- shared decision-making opportunities alongside Māori on matters of interest to them

We will do this by ensuring:

- FNDC staff are equipped to provide Te Ao Māori Governance direction and advice to better inform our Elected members
- FNDC are committed to developing robust systems that enable Māori participation in council decision-making
- FNDC are committed to developing systems to engage with hapū at hapū level
 - Formalising the implementation of Iwi Hapū Environmental Management Plans
 - Develop a hapū engagement framework
 - Review FNDC Significant and Engagement Policy to include hapū engagement and resourcing
- Review and Refresh our Memorandums of Understanding with Whanau, Hapu and Iwi



Create enablers across staff to respond more effectively to Māori

Council acknowledges the unique perspective of Māori and recognise that tangata whenua are more than an interest group or stakeholder.

Therefore, we need to ensure we are including the right people, at the right time - across all levels of Council - in order for Māori to make informed decisions about our processes and work. In doing so, we also need to ensure we maintain ongoing open discussions and interactions with Māori in order to provide relevant information to assist them to participate in our decision-making processes.

Council will:

- build organisational capability, capacity, and cultural competency
- Give effective consideration and understanding of Māori needs and issues in policy thinking and development
- improve processes and systems to maintain and enhance capability to give effect to roles in relation to Māori and to promote a responsive culture and working environment.
- FNDC leaders are capable of making informed decisions based on Te Pae o Uta goals, principles and values
- In-house training is developed and available so staff can develop the confidence and basic capability to identify and apply a Te Ao Māori lens across internal workstreams.
- People, policies and strategies are reflective of Te Pae o Uta goals, principles, and values
- Value and recognise staff cultural competency
- Review training competency measures
- Increased use of te reo across our services.
- Undertake a Cultural Audit for Far North District Council



Kōkiri Tahi – Empowered communities, working collaboratively

The Council recognises that having the capability and capacity to engage are issues for both Council and Māori. The Council will continue to provide opportunities for Māori to gain knowledge of Council processes and will actively assist Māori with developing their capacity to input into decision-making processes via hui and targeted training workshops and kanohi ki te kanohi learning alongside whanau, hapu and iwi (wānanga)

Council will:

- enable effective communication and engagement with Māori
- enable council's role in contributing to Māori wellbeing
- build Māori capability and capacity within the community in order to work in collaboration with council on mutual obligations and programmesWe will do this by ensuring:
- FNDC will work in the following areas to achieve the outcomes noted above:
 - Papakāinga and Māori housing
 - Whānau and tamariki wellbeing
 - Marae development
 - Te reo Māori
 - Māori identity and culture
 - Māori business, tourism and employment
 - Realising rangatahi potential
 - Kaitiakitanga/te taiao

Looking forward

Council is looking to build a strong foundation from within and move towards long-term mutual relationships and partnering with Māori. We have started our journey by showing our intent for greater surety for Māori in our decision making and by approving Te Pae o Uta and the Te Reo and Tikanga Policy. We aim to grow from these recent decisions and are committed to do so.



Kokiri Tahī

The design shows manu flying in formation, ngā manu representing our hāpori. Coming together to collaborate and empower one another.



Creating Enablers

The two taniwha, Āraiteuru and Niniwa are formed by the takarangi spiral. This ties back to the original artwork Te Pae o Uta. The spiral indicates whakaaro around consideration and understanding. Bringing focus to developing staff to enable the organisation's ability to respond more effectively to Māori.



Increased Participation

The icon and the elements within are to represent the bond and strength of our relationships, the poutama also giving reference to the further pursuit of mātauranga.

The mangōpare in the bottom being the strengthening foundation of those themes.