



Kā Au Kahuraki

Tauparapara

Tui tui tui tuia
Tuia i runga
Tuia i raro
Tuia i roto
Tuia i waho
Tuia i te herenga tangata
Tehei mauri ora

*Listen to the cry of the Tui calling
Unite, unite be one
Unite above
Unite below
Unite within
Unite without
Unite all*

Position Description

Role: Kaitiaki – Kā Au Kahuraki

Principles & Mana

To engage as an interagency team with whānau, tamariki and the community in a way that enhances mana, especially the mana of the tamariki.

To create a culture of Ako, shared learning through the process of co-design across agency, education, whānau and community.

Kotahitanga: We understand that we live in a bi-cultural nation, a multi-cultural society and we are guided by Te Tiriti o Waitangi and YMTU kaupapa.

Whakawhānaungatanga: We are a team of agencies, organisations, Early Childhood Education (ECE) services, whānau and community with a collective purpose.

Whānau Ora Centric: Our hearts and minds are connected with a shared vision of self-determination for all whānau and tamariki.

Whakamana: We know if we are consistent, constant and mana enhancing we will build trust and confidence as a team, and with whānau, tamariki and community.

Aroha: We awhi each other as a cross agency/organisation/ECE team(s) along with whānau, tamariki and community with integrity.

Mission

Partnership & Prevention Excellence

To work in partnership with Iwi and alongside whānau & community in a mana enhancing way to build safe, equitable, better connected & flourishing communities for tamariki (0 -5yrs)

Vision

All children across the Eastern Suburbs (0-5 yrs.) have a sense of wellbeing and belonging, feel proud of their identity language and culture and achieve their potential.

About the Kā Au Kahuraki Kaitiaki role:

The role supports the health and wellbeing of pepi, tamariki and their whānau by delivering Kā Au Kahuraki in East Christchurch. The work of the Kaitiaki is guided by the needs of whānau and community and the Kā Au Kahuraki team and partners.

The Kaitiaki will engage with ECE services kaiako, their tamariki and whānau. The Kaitiaki will work alongside the Kā Au Kahuraki team and partners to develop neighbourhood and community hub projects with the communities building protective factors and safer, more connected, resilient, and self-determining communities.

The Kā Au Kahuraki Principles and Mana underpin the Kaitiaki model of practice, and actions will be informed by data and evidence combined with local intelligence and engagement.

The Kaitiaki reports to their organisation team leader and is part of the larger cross organisation Kā Au Kahuraki team.

Kā Au Kahuraki Description

Kā Au Kahuraki is a community co-designed, targeted prevention and early intervention approach. It is aimed at reducing harm from crime, engaging tamariki in early childhood education and whānau and families with health and social services. The project is jointly led by MoE and NZ Police and supported by partners from the local community, non-government organisations, iwi, and other government agencies. The programme to date has focussed on Linwood, East Christchurch and has delivered benefits across education, health, child wellbeing and has supported safer communities with increased protective factors, resilience, and social capital.

Over the next three years Kā Au Kahuraki will scale across East Christchurch to 7 communities, over 60 ECE services targeting children aged 0–5 who attend ECE services across east Christchurch and their whānau or families. Kā Au Kahuraki programme will focus on increasing protective factors to mitigate family harm, build safer neighbourhoods and increase equity of experience for tamariki and whānau.

The project takes a cross-agency, collective impact approach in recognition of the complexity of disadvantage and violence.

Key Accountabilities

Domain	Key Concepts	Performance Indicators/Outcomes
POSITIVE WELLBEING (Hauora) ENVIRONMENT Standard: He mahi whakaruruhau The Kaitiaki creates and promotes an environment which is positive for whānau, Hāpu and Iwi, with a special focus on tamariki.	Mechanisms that assure a positive environment for Māori including safe service provision.	• Demonstrates a respect of diverse values and cultural beliefs. • Work is guided by Te Tiriti o Waitangi and Kā Au Kahuraki kaupapa. • Uses a hauora promoting approach in service delivery.
COLLABORATIVE TEAMWORK Standard: He mahi tahi i roto i te whānaungatanga. The Kaitiaki works collaboratively with the Kā Au Kahuraki team, partners, and other agencies.	Kaitiaki will participate in whānau care decisions and collaborate with the wider community team to improve whānau wellbeing.	• Communicates with the Kā Au Kahuraki team and partners and manager. • Works effectively with a team. • Networks and collaborates with other agencies and local NGOs in east Christchurch. • Provides written reports and completes documentation as required by role.
Engagement with ECE services and Hubs Standard: He mahi tahi i roto i te whānaungatanga. The Kaitiaki works collaboratively with ECE kaiako, whānau and communities.	The Kaitiaki will engage with ECE services, kaiako, their tamariki and whānau to support hauora and build protective factors with communities. The Kaitiaki will work alongside the Kā Au Kahuraki team and partners to develop neighbourhood and community hub projects for safer,	• ECE engagement. • Whānaungatanga. • ECE services become more self-determining in building protective factors with whānau and community. • Collaborative community hub projects initiated. • Communities, neighbour hubs and

	more connected, resilient, and self-determining communities.	whānau become more self-determining in building protective factors.
--	--	---

Key tasks and responsibilities

1. Work alongside communities in a respectful, safe, mana enhancing way manner while adhering to the values, mana, practices, and guidelines of Kā Au Kahuraki and your organisation.
2. Build whānau and work professionally in a mana enhancing way with communities, tamariki and pepi, whānau and ECE services.
3. Support whānau to access health and social services as required.
4. Enable and support the community to build protective factors; for example, connecting whānau to coffee & neighbourhood hubs.
5. Support whānau and communities to achieve outcomes that reflect their aspirations and goals.
6. Recognise and respond to cultural differences and ethnic diversity in a responsible and empathetic manner.
7. Actively gather resources and information relevant to the evaluation of Kā Au Kahuraki, reporting back to the communities and partners.
8. Attend supervision as agreed with team leader.
9. Attend Kā Au Kahuraki team hui and professional learning.
10. Actively participate and contribute to the Kā Au Kahuraki measurement and evaluation system.
11. Work in collaborative partnership with Kā Au Kahuraki agency partners.
12. Meet reporting requirements and ensure that all your reporting is accurate and timely.
13. Work in cohesion and collaborative partnership with Kā Au Kahuraki agency partners.

Qualifications and Technical Skills

	Essential	Desirable
A range of qualifications will be suitable for this role such as Whānau Ora, Social Work, Early Childhood Education, Health Promotion, Community Development, OR experience in working in the field of whānau hauora	✓	
A commitment to participate in relevant professional development	✓	
Current full driver's license	✓	
Information technology and administration literacy	✓	
First Aid certificate		✓

Key Skills and Experience

	Essential	Desirable
Experience in working with pepi, tamariki, rangatahi and whānau	✓	
Demonstrated experience in working with Māori, Pacific, Culturally and Linguistically Diverse (CALD) communities.	✓	
Knowledge of child services and NGO provider and community networks.		✓
Developed networks and relationships within the education, health and social service sectors and the ability to navigate within these.		✓
A working understanding of the Treaty of Waitangi principles and how to apply these within your role.	✓	

Personal Attributes

	Essential	Desirable
Ability to demonstrate manaakitanga, kotahitanga, whakawhanaungatanga	✓	
Ability to work with the Kā Au Kahuraki team and walk alongside whānau and communities in a mana enhancing way to enable their self-determination	✓	
Excellent communication and interpersonal skills	✓	
Ability to establish rapport with tamariki, rangatahi and whānau	✓	
Ability to set and maintain professional boundaries	✓	
Excellent time management and organisational skills	✓	
Able to work collaboratively in a range of formal and informal team settings and autonomously as the situation arises.	✓	
Ability to work in a multidisciplinary setting and across different agencies	✓	
Ability to engage and maintain relationships in a mana enhancing way	✓	
Adaptable and flexible in approach to service design and delivery	✓	

	Essential	Desirable
Commitment to ongoing professional development and integrity	✓	
Clearance under the provisions of Vulnerable Children's Act (2014)	✓	
Ability to communicate in Te Reo Māori, Samoan, Tongan and other languages.		✓

Position details

Health, Safety and Wellbeing

- i. All staff have individual responsibility for health and safety practices and will:
 - a. Be personally responsible for their own and others health and safety at work.
 - b. Promote and participate in health and safety, maintain a safe workplace, and ensure that any safety equipment is used correctly at all times.
- ii. Always establish and insist upon safe methods and safe practices.
- iii. Comply with all legislation, policies, and procedures of the organisation and Kā Au Kahuraki which includes filing a report for all incidents and near misses that involve you.

The position has the following requirements:

- Police vetting

The key accountabilities of the role may change from time to time, so the organisation is able to adapt to changes in the environment.

Signed by:

(Name of position holder)

Date: