TE TIRITI O WAITANGI POLICY: THE TREATY OF WAITANGI POLICY
MANUKAU INSTITUTE OF TECHNOLOGY

WHAINGA: PURPOSE

The purpose of this policy is to ensure that the Manukau Institute of Technology business division of Te Pūkenga (**MIT**) operates in accordance with Te Pūkenga Charter as set out in Schedule 13 of the Education and Training Act (2020), which states Te Pūkenga must operate in a way that allows it to develop meaningful partnerships with Māori employers and communities and to reflect Māori-Crown partnerships to ensure that its governance, management, and operations give effect to Te Tiriti o Waitangi and to respond to the needs of, and improve outcomes for, Māori learners, whānau, hapū, and iwi. This policy will also ensure MIT meets its obligations under other related statutes including the Human Rights Act (1993).

This Policy whainga reaffirms MITs commitment to Te Tiriti o Waitangi, ensuring that the principles of partnership, participation, and protection are at 'the centre of everything' within the institute's governance, management, teaching, research and work activities. This policy applies to all staff, students and key stakeholders who work with and for MIT.

NGA TOHU: INDICATORS

In 2025, MIT developed a series of Key Performance Indicators including one specifically in relation to Te Tiriti o Waitangi that had two outputs:

- ***A Te Tiriti o Waitangi framework and a Te Tiriti of Waitangi policy are developed.[i]***

This policy has been developed to meet this KPI and will provide MIT governance, management and staff with guidelines on how to meet obligations to Te Tiriti o Waitangi in our workplace practice.

TE ANGA: THE FRAMEWORK

MIT has also developed a Te Tiriti o Waitangi Framework. This framework integrates the principles of the Treaty of Waitangi into the institution's ethos and practices, ensuring that Māori perspectives and values are respected and upheld.

NGA MATAPONO: THE PRINCIPLES

MIT commits to upholding the principles of Te Tiriti o Waitangi through the following:

Partnership

- Establishing and maintaining strong, meaningful relationships with iwi, hapū, and Māori communities.

- Engaging with Māori as equal partners in planning, assessment, evaluation, and decision-making processes.
- Supporting Māori governance, management, and -leadership models where they are deemed appropriate.

Participation

- Fostering an inclusive learning and working environment where Māori students and staff can thrive.
- Encourage and support Māori leadership at all levels of the institutions.
- Promote Māori staff and student participation in academic, research, and decision-making activities.

Protection

- Ensure the active protection of Māori culture, language (te reo Māori), and customs (tikanga Māori).
- Uphold Māori intellectual property rights and safeguard mātauranga Māori (Māori knowledge systems).
- Provide culturally responsive teaching and learning that reflects Te Tiriti commitments.

Implementation

MIT will implement this policy by:

- Embedding Te Tiriti o Waitangi principles in strategic planning, policies, and operations.
- Providing professional development and training on Te Tiriti o Waitangi to staff and students.
- Regularly consulting with iwi, hapū, and Māori advisory groups.
- Establishing measurable goals and reporting on progress in advancing Māori development and achieving Māori outcomes.

Accountability and Review

- The senior leadership team of MIT are responsible for overseeing the implementation of this policy.
- Regular monitoring, evaluation, and reporting on the effectiveness of Te Tiriti-related initiatives will be conducted.
- This policy will be reviewed every three years, or as needed, in consultation with Māori key stakeholders.

WHAKAPA: CONTACT

For further information, guidance, or support regarding this policy, please contact Te Tari Mātauranga Māori: Māori Education Office at MIT.

DOCUMENT HISTORY

Version	Description	Effective Date
1	New policy	7 August 2025

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[i] Manukau Institute of Technology (2025), *Key Performance Indicators.* Senior Leadership Team (SLT).