

Te Reo Maaori Policy

Policy Owner:	Executive Manager, Maaori Partnerships
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Required by legislation:	Section 81, Local Government Act 2002

I Introduction

Waikato-Tainui is the recognised iwi authority in the Waikato District. Waikato District Council (Council) also has relationships with Ngaati Maniapoto and Hauraki iwi. Council's engagement with these iwi is wide ranging and includes formal and informal linkages which cover;

- i) Social, cultural, economic and environmental wellbeing;
- ii) History and heritage;
- iii) Physical location;
- iv) Political influences; and
- v) Constituency.

Section 81 of the Local Government Act 2002 requires Council to:

- (a) Establish and maintain processes that provide an opportunity for Maaori to contribute to the decision-making processes of Council; and*
- (b) Consider ways in which it may foster the development of Maaori capacity to contribute to the decision-making processes of Council; and*
- (c) Provide relevant information to Maaori for the purposes of (a) and (b).*

- 1.1. The development of this te reo Maaori policy defines a collaborative relationship that is within the spirit of Te Tiriti o Waitangi, while recognising limitations imposed by statutory responsibilities.
- 1.2. Increasingly, te reo Maaori is being used as part of our everyday language. As the Council is focused on being meaningfully engaged with mana whenua, a policy which promotes and values the use of te reo Maaori is appropriate.

2 Purpose

The objective of this policy is to guide Council in:

- 2.1. The promotion of te reo Maaori and recognition of its value in our district.
- 2.2. The use of te reo Maaori to better reflect and engage the wider community.

The proposed outcome of this policy is to work toward Council being a bilingual district council through progressive planning and prioritisation of actions and resources.

3 Relevant Legislation / Documentation

- Maaori Language Act 1987
- Resource Management Act 1991, Section 6, 7 and 8 and Iwi Management Plans
- Local Government Act 2002, Section 81
- Waikato District Council Heritage Policy
- Waikato District Council Significance and Engagement Policy
- Waikato Raupatu Claims Settlement Act 1995
- Waikato-Tainui Raupatu Claims (Waikato River) Act 2010
- Nga Wai o Maniapoto (Waipa River) Act 2012

4 Application

- 4.1. This policy supports the adoption of the Waikato District Council Te Kaupapa Here o Nga Tohu Reorua Bilingual Signage Policy.
- 4.2. This policy applies to all Council staff and contractors.
- 4.3. This policy is specific to the use of te reo Maaori (with specific reference to the Waikato dialect) within Council. It should be noted that the use of te reo Maaori may include tikanga (formal practices and customs) for example: karakia (prayers), poowhiri (formal welcomes), and whakatau (informal welcomes).

5 Policy statements

- 5.1. This policy demonstrates Council's commitment to the principles of Te Tiriti o Waitangi. Council acknowledges te reo Maaori as an official language of New Zealand and agrees that Council should promote and support the use of te reo Maaori.

6 Scope

- 6.1. The following are the four strategic goals that will ensure the use of te reo Maaori is incorporated in the way we work at Council:

Te Reo Maaori Strategic Goal 1:

Whakamanahia te reo: To raise the status of te reo Maaori in Council's work.

Te Reo Maaori Strategic Goal 2:

Whakanui ake nga kaikoorero Maaori: To raise the number of te reo Maaori speakers within Council.

Te Reo Maaori Strategic Goal 3:

Te painga o te reo: To ensure that quality te reo Maaori is used by Council.

Te Reo Maaori Strategic Goal 4:

Whakamahia te reo: To increase the ability to use Maaori in Council situations.

7 Implementation

7.1. Te Reo Maaori Strategic Goal 1 - Whakamanahia te reo: To raise the status of te reo Maaori in Council's work.

- 7.1.1. Bilingual signage: Complete the implementation of the bilingual signage policy across all Council signage, including buildings, vehicles, parks and reserves and other Council facilities.
- 7.1.2. Ensure inclusion of Maaori names for new streets and other facilities: In consultation with iwi and hapuu, and in accordance with the Road Naming Policy and other Policies, ensure that Maaori names are considered for new streets and other facilities.
- 7.1.3. Te reo Maaori publications: To give appropriate consideration to the translation of some key documents (such as summaries of the Annual Plan and Annual Report and any other key documents where considered appropriate) into te reo Maaori, key sections of the Council website, and some brochures, forms, advertising where required. At the very least, to ensure that public documents have bilingual headings.
- 7.1.4. Te reo Maaori internal communications: To provide Guidelines to Staff on how to use appropriate examples formal and informal greetings, email headers and footers, signatures and simple phrases.

7.2. Te Reo Maaori Strategic Goal 2 - Whakanui ake ngaa kaikorero Maaori: To raise the number of Te reo Maaori speakers within Council.

- 7.2.1. Support personal development in te reo: To encourage and support staff and Councillors seeking to upskill in te reo Maaori via Personal Development Plans.
- 7.2.2. Support is provided for te reo Maaori programmes and activities within the office/s: To provide, time, resources and, where available, financial support for Te Wiki o Te reo Maaori activities and te reo training programmes which might be arranged in the office from time to time.
- 7.2.3. Recruitment: To ensure that people processes include assessment of bilingual competency where this is relevant and could add value to roles within Council.
- 7.2.4. Support for staff who are te reo Maaori champions in the team/office environment: To support Managers to recognise and value those staff who foster and promote the use of te reo Maaori in the office through, for example, approval to attend relevant hui, personal development opportunities, informal peer support and where available, budgetary recognition.

7.3. Te Reo Maaori Strategic Goal 3 - Te painga o te reo: To ensure quality te reo Maaori is used by the Council.

- 7.3.1. Te reo Maaori hei kawae i nga kaupapa Maaori: Because sometimes Maaori concepts are better expressed in te reo Maaori, to ensure that where appropriate, these concepts are provided in te reo Maaori, with an appropriate English translation.
- 7.3.2. Bilingual publications, website and written translation services: To ensure translations are accurate and of a consistently high standard and that Maaori and English language is used appropriately and consistently in all types of publications, Council will use an accredited te reo Maaori translator with recognised expertise in

the Waikato dialect.¹

7.3.3. Adoption of double vowel to indicate long vowel sound, as Council policy: To ensure that the double vowel is used consistently in Council publications and all other public documents, in accordance with Waikato dialect (Tainui).

7.4. Te Reo Maaori Strategic Goal 4 - Whakamahia te reo: To increase the ability to use Maaori in Council situations.

7.4.1. Customer service: To encourage the use of te reo Maaori in staff interactions with customers through supporting staff in their personal development and through the provision of Guidelines for Staff which include formal and informal greetings and simple phrases.

7.4.2. Council meetings: Spoken translation services at meetings: Where it is known te reo Maaori will be used at a council meeting, appropriate prior arrangements are made to ensure that Council has access to a te reo Maaori speaker who can provide translations.

8 Timeframe

It is recognised that the implementation of the strategic goals will take time and implementation plans will be developed for each goal as part of Our Plan.

9 Policy review

This policy shall be reviewed at three yearly intervals, or as otherwise required by the Chief Executive or Executive Manager, Maaori Partnerships.

¹ Refer to the Taura Whiri i te reo Maaori (Maaori Language Commission) list of accredited translators.