



**Te Puawaitanga
ki Ōtautahi Trust**



**whānau āwhina
plunket**

Kaitiaki - 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 Title: Kaitiaki – Kā Au Kahuraki (KAK) (parental leave cover for 40 weeks)
Reports to: Kā Au Kahuraki Service Leader

Background:

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 the Ministry of Education and NZ Police and supported by partners from the local community, non-government organisations, iwi and other government agencies. To date the approach 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 KAK will scale across East Christchurch to seven communities, over 60 ECE services and target all children aged zero to five and their whānau who attend ECE locations across East Christchurch. KAK 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.

Kā Au Kahuraki Vision

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

Kā Au Kahuraki Values

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 KAK kaupapa.

Whakawhanaungatanga: We are a team of agencies, organisations, 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 awahi each other as a cross agency/organisation/ECE team along with whānau, tamariki and community with integrity.

Partnership & Prevention Excellence

Kā Au Kahuraki mission is to work in partnership with iwi & mana whenua and alongside whānau & community in a mana enhancing way to build safe, equitable, better connected & flourishing communities for tamariki (zero – five years)

About the Kaitiaki role:

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

The Kaitiaki will engage with ECE services kaiako, tamariki, and whānau. The Kaitiaki will work alongside the KAK 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.

Key Accountabilities

Domain	Key Concepts	Performance Indicators/Outcomes
<p>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.</p>	<p>Mechanisms that assure a positive environment for Māori including safe service provision.</p>	<ul style="list-style-type: none"> • Demonstrates a respect of diverse values and cultural beliefs. • Work is guided by Te Tiriti o Waitangi and KAK kaupapa. • Uses a hauora promoting approach in service delivery.
<p>COLLABORATIVE TEAMWORK Standard: He mahi tahi i roto i te whanaungatanga. The Kaitiaki works collaboratively with the KAK team, partners and other agencies.</p>	<p>Kaitiaki will participate in whānau care decisions and collaborate with the wider community team to improve whānau wellbeing.</p>	<ul style="list-style-type: none"> • Communicates with the KAK 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.
<p>Engagement with ECE services and Hubs Standard: He mahi tahi i roto i te whanaungatanga. The Kaitiaki works collaboratively with ECE kaiako, whānau and communities.</p>	<p>The Kaitiaki will engage with ECE services kaiako, their tamariki and whānau to support hauora and build protective factors with communities.</p> <p>The Kaitiaki will work alongside the KAK team and partners to develop neighbourhood and community hub projects for safer, more connected, resilient and self-determining communities.</p>	<ul style="list-style-type: none"> • ECE engagement. • Whanaungatanga. • ECE services become more self-determining in building protective factors with whānau and community • Collaborative community hub projects initiated. • Communities, neighbour hubs and whānau become more self-determining in building protective factors.

Key tasks and responsibilities

1. Work alongside communities in a respectful, safe, mana enhancing manner while adhering to the values, mana, practices and guidelines of KAK and your organisation.
2. Build whanaungatanga 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 reach achievable 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 KAK and reporting back to the communities and partners.
8. Attend supervision as agreed with service leader.
9. Attend KAK team hui and professional learning.
10. Actively participate and contribute to the KAK measurement and evaluation system.
11. Work in collaborative partnership with KAK agency partners.
12. Meet reporting requirements and ensure that all your reporting is accurate and timely.
13. Work in cohesion and collaborative partnership with KAK 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 licence	✓	
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 KAK 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	✓	
Commitment to ongoing professional development and integrity	✓	
Clearance under the provisions of Vulnerable Children's Act (2014)	✓	

	Essential	Desirable
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 always used correctly.
- ii. Always establish and insist upon safe methods and safe practices.
- iii. Comply with all legislation, policies, and procedures of the organisation and KAK which includes filing a report for all incidents and near misses that involve you.

The position has the following requirements:

- Police vetting, full unrestricted drivers license.

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 employee)

Date: