

41189 Promote culturally safe practice to support equitable outcomes for Māori in education, health, or community settings

Kaupae Level	4
Whiwhinga Credit	5
Whāinga Purpose	<p>This skill standard is intended for people working, or preparing to work, in education, health and community settings in Aotearoa New Zealand.</p> <p>People credited with this skill standard are able to promote culturally safe practice, including influencing others and evaluating workplace policies, procedures, or practices to support equitable outcomes for Māori.</p> <p>This skill standard can be used for assessment across a range of programmes where culturally safe practice is required.</p>

Hua o te ako me Paearu aromatawai | Learning outcomes and assessment criteria

Hua o te ako Learning outcomes	Paearu aromatawai Assessment criteria
1. Promote culturally safe practice to support equitable outcomes for Māori in education, health, and community settings.	a. Explain how Te Tiriti o Waitangi articles and Treaty of Waitangi principles inform culturally safe practice.
	b. Apply Te Tiriti o Waitangi articles and Treaty of Waitangi principles to promote culturally safe practice within own role, supporting equitable outcomes for Māori.
	c. Evaluate a workplace policy, procedure, or practice for alignment with culturally safe practice.
	d. Identify an opportunity to improve culturally safe practice within own scope of responsibility.

Pārongo aromatawai me te taumata paearu | Assessment information and grade criteria

Assessment specifications:

- Evidence provided for assessment against this skill standard must be collected:
 - in accordance with workplace or organisational policies and procedures
 - within the boundaries of the learner's role and scope of responsibility
 - in an education, health, and community setting.
- Education, health, and community settings include, allied health, complementary therapies, emergency and first response, social services, disability support, aged residential care, workplace health and safety, health, funeral services, education, corrections, cleaning, and addiction treatment, including non-clinical community mental health and addiction contexts

- Evidence must show promotion of culturally safe practice beyond individual interactions, including influencing others or contributing to workplace practice.

Definitions:

- *Cultural capability* refers to the ability to interact with a person from a different cultural or ethnic background.
- *Cultural diversity* refers to the variety of diverse and different cultures that exist within a community.
- *Cultural safety* refers to the creation and maintenance of comfortable and secure environments in which a person feels their identity is respected. This is determined by Māori and services users, not the practitioner.
- *Equity* refers to fairness in access and outcomes, recognising different needs and removing barriers so Māori can achieve comparable outcomes.
- *Kāwanatanga* refers to governance and the exercise of authority by the Crown and its agents. In health and wellbeing settings, this relates to organisational responsibility for service design, delivery, and policy that upholds Te Tiriti o Waitangi obligations.
- *Rangatiratanga* refers to Māori self-authority, self-determination, and the right of Māori to exercise control over their own lives, wellbeing, and taonga. In service delivery, this includes recognising Māori leadership, decision-making, and preferences in care and support.
- *Te Tiriti o Waitangi* refers to the Māori text signed in 1840.
- *Te Tiriti o Waitangi articles* refers to the three written articles in the Māori text and their intent in the relationship between Māori and the Crown.
- *Treaty of Waitangi* refers to the English text signed in 1840.
- *Treaty of Waitangi principles* refers to commonly used principles applied in policy and practice (for example, partnership, participation, protection, equity).

Ngā momo whiwhinga | Grades available

Achieved.

Ihirangi waitohu | Indicative content

Te Tiriti o Waitangi and culturally safe practice

- Intent of the articles of Te Tiriti o Waitangi and their relevance to workplace practice.
- Rangatiratanga, kāwanatanga, and participation as they relate to service delivery and engagement.
- Distinction between Te Tiriti o Waitangi articles and Treaty of Waitangi principles, and why both are referenced in contemporary practice.

Treaty of Waitangi principles in practice

- Commonly used Treaty of Waitangi principles: partnership, participation, protection, equity.
- How Treaty principles are applied in legislation, policy, organisational frameworks, and service delivery.

Promoting cultural safety

- Leadership behaviours including: modelling culturally safe practice, mentoring or supporting others, advocating for Māori perspectives within teams.
- Challenging culturally unsafe practice within own scope of responsibility.

Evaluating workplace practice

- Reviewing workplace policies, procedures, or service practices for alignment with Te Tiriti o Waitangi articles, Treaty of Waitangi principles, and cultural safety.
- Using an equity lens to identify gaps or risks.
- Identifying practical improvement opportunities consistent with organisational roles and responsibilities.

Rauemi | Resources

- Ministry of Health. (2024). *Te Tiriti o Waitangi framework*. Available at <https://www.health.govt.nz/maori-health/te-tiriti-o-waitangi-framework>.
- New Zealand Government. (2019). *Te Ara Encyclopaedia of New Zealand*. Available at <https://teara.govt.nz/en>.

Pārongo Whakaū Kounga | Quality assurance information

Ngā rōpū whakatau-paerewa Standard Setting Body	Education, Health, and Community Industry Skills Board
Whakaritenga Rārangi Paetae Aromatawai DASS classification	Community and Social Services > Health, Disability, and Aged Support > Health and Disability Principles in Practice
Ko te tohutoro ki ngā Whakaritenga i te Whakamanatanga me te Whakaōritenga CMR	0024

Hātepe Process	Putanga Version	Rā whakaputa Review Date	Rā whakamutunga mō te aromatawai Last date for assessment
Rēhitatanga Registration	1	30 April 2026	N/A
Kōrero whakakapinga Replacement information	N/A		
Rā arotake Planned review date	31 December 2030		

Please contact Education, Health and Community Industry Skills Board at qualifications@ehcisb.nz to suggest changes to the content of this skill standard.