

NMIT TE TIRITI O WAITANGI POLICY

MOKAMOKA WHAKAAETANGA | APPROVAL DETAILS

Section	Executive		
Approval Date	18.02.2026	Sponsor	Director Māori and Learner Success
Next Review	01.01.2029	Approved by	NMIT Council

NGĀ WHAKATIKATIKA | AMENDMENT HISTORY

Version	Effective Date	Created/ Reviewed by	Reason for review / comment
NEW	01.01.2026	Transition Lead	New

Mō wai me te whānuitanga | Audience and scope

This policy applies to:

- All employees of NMIT, including contracted staff and secondees providing services for NMIT; and those on fixed term contracts (may be collectively referred to as kaimahi in this policy); and
- All governors of NMIT including members and advisors of NMIT Council and governance committees or boards (collectively referred to as governors in this policy); and
- All ākonga of NMIT engaged in campus-based learning on any NMIT campus, or course-related activities at any location, or online or remote learning at any location. This includes (eg.) managed apprentices, Trades Academy and other secondary-tertiary pathway learners, and any other non-standard enrolments, and encompasses all references to learners, ākonga or students.

Te Pūtaki | Purpose

NMIT acknowledges its legislative, regulatory, moral and ethical responsibility to give effect to Te Tiriti o Waitangi¹ and the associated principles of the Treaty within its policies and practices.

NMIT commits, as a Tiriti partner, to facilitating the growth of a culture and capability within NMIT to embed Te Tiriti o Waitangi excellence and inclusivity and equity for Māori in all that we do.

This policy provides high level guidance by which NMIT seeks to achieve its responsibilities and commitments.

Ngā Mātāpono | Principles

NMIT commits to a whole of systems approach to developing and embedding Te Tiriti o Waitangi excellence and enabling inclusivity, equity and excellence across governance, management, operations and all that we do.

¹ Te Tiriti o Waitangi refers to both the English and Māori versions of the Treaty in line with The Treaty of Waitangi Act 1975.

NMIT is committed to fulfilling our responsibilities as a Te Tiriti o Waitangi partner and to being reflective and open as we work towards giving effect to Te Tiriti in practice through:

Kawanatanga – good governance, fiduciary duty, partnership

NMIT acknowledges the unique relationship the eight iwi² have to Te Taihū o te Waka a Maui and as such they are key partners in regional social, environmental and economic development.

We value meaningful partnerships with hapū and iwi in all aspects of governance through genuine engagement and involvement in decision making, and in the design, delivery and monitoring of our work.

Decision-making and resource allocation will consider development goals, priorities, needs, and aspirations of iwi of Te Taihū.

Rangatiratanga – authority, autonomy and self-determination

NMIT acknowledges the rights of Māori to have agency, voice, and choice in what happens at NMIT to represent and advance Māori development goals, priorities, needs and aspiration.

We commit to ongoing development of Māori leadership and expertise at NMIT and to increasing the presence and progression of Māori staff across all roles and at all levels of NMIT.

Mana Orite – co-designing for equity

NMIT commits to engaging with whānau Māori in the design of processes, programmes, and environments that will support the achievement of equitable experiences and outcomes for Māori.

Wairuatanga – holistic wellbeing, interconnectedness, tikanga, kawa, mātauranga

We strive to ensure our services are provided in culturally appropriate and safe ways that recognise, support, value and celebrate expressions of te ao Māori.

Our values underpin the way we think, operate and make decisions. They define what is important to us, and what should be kept front of mind as we work to embed meaningful partnerships and our focus on achieving equitable outcomes for Māori.

Te Tirohangaroa – long term vision and commitment

We recognise that in order to achieve results that benefit Māori we will need to be forward thinking and require ongoing commitment and action.

Kaupapa Here | Policy Statements

NMIT policies, processes, systems and practices will be developed with regard to the purpose of the document and by applying a Tiriti lens that makes explicit our expectations, actions and ways of working as an organisation to fulfill our responsibilities.

Strategic and operational planning and decision-making will support:

- participation of iwi at the governance and management levels within NMIT
- active engagement with iwi to develop meaningful, robust partnerships
- recruitment of Māori staff across all levels of the institution
- the development of staff capability to understand, develop and embed Te Tiriti commitments into our work, through education, training and support

² The eight Mana Whenua iwi are: Ngāti Apa ki te Rā Tō, Ngāti Koata, Ngāti Kuia, Ngāti Rārua, Ngāti Tama ki Te Waipounamu, Ngāti Toa Rangatira, Rangitāne o Wairau, Te Ātiawa o te Waka-a-Māui,

- strategies that will facilitate Māori and Iwi participation in the development and design of academic curriculum across the Institution
- strategies and policies that acknowledge and reflect the special status of taonga, including te reo Māori (the Māori language), mātauranga Māori (Māori knowledge and IP), ako Māori (Māori pedagogies) and toi Māori (Māori creative works and processes) as unique treasures indigenous to Aotearoa New Zealand
- work to enhance Māori learner access, participation, success, and excellence, as determined by Māori, across all levels of provision
- ongoing provision of and investment in kaupapa Māori (Māori language, knowledges and pedagogy) pathways of study as essential options for Māori learners and their whānau engaging in tertiary education in Aotearoa New Zealand
- ongoing provision of, investment in, and review of practices, services, initiatives and activities that is responsive to health and wellbeing needs, aspirations and outcomes for Māori learners at NMIT
- acknowledgement of the special status of tikanga and kawa (Māori laws and protocols) and Māori philosophies and practices pertaining to hauora (health and wellbeing) as indigenous to Aotearoa New Zealand
- work to progress spaces, systems and processes that provide for Māori cultural-spiritual values and practices as a valued, everyday characteristic of life at NMIT for all staff, students, whanau/families and our wider communities.
- recognition of intellectual property rights of Iwi Māori, by ensuring mātauranga māori that is brought to the institute to support the learning belongs to Iwi Māori and NMIT are guardians of that knowledge and will not use or disseminate that mātauranga without the express permission of the Iwi.

Pūrongo me te Whakapūmau | Reporting and Assurance

Regular reports will be submitted to Council and/or a committee of Council:	
Submitted by	Director Maori and Learner Success
Submitted to	Council
What must be reported	Strategic and operational updates
Reporting cadence	As required
Is immediate escalation required for material events?	No

Ngā Haepapa | Responsibilities

Role	Responsibilities
Director Māori and Learner Success	Strategically lead all iwi Māori and Pasifika engagements, to ensure a cohesive NMIT-wide response to stakeholder and partner needs. Lead the Institute's Te Tiriti o Waitangi honouring practices, approaches, and partnerships.

Ngā Hononga ki Tuhinga kē | Links to other documents

NGĀ KAUPAPA-HERE E HANGAI ANA | RELATED POLICIES

NMIT Stakeholder Engagement Policy

TURE WHAI TAKE | RELEVANT LEGISLATION

[Education and Training Act 2020](#)

[Treaty of Waitangi Act 1975](#)