

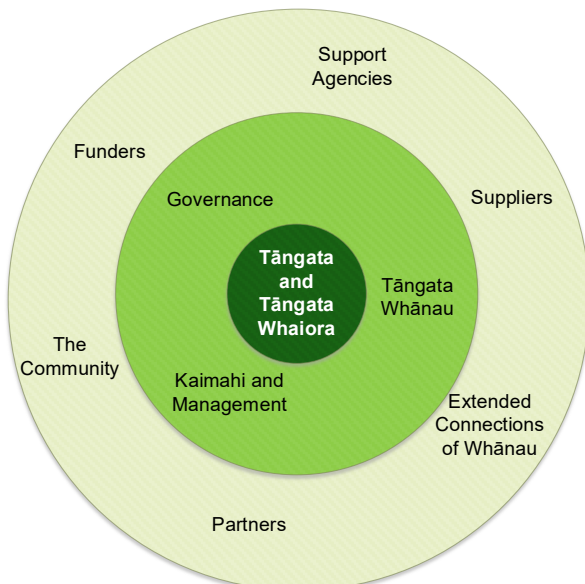


# Te Roopu Taurima O Manukau Trust

## STRATEGIC PLAN 2022-2027

### Overview

The Strategic Plan for Te Roopu Taurima O Manukau Trust (Te Roopu Taurima) captures our aspirations as a kaupapa Māori disability support organisation across Aotearoa. It overviews our vision, our mission, our values and the outcomes we aim to achieve with the tāngata/tāngata whaiora (the people we support), their whānau and our kaimahi.



#### Titiro whakamua, nga moemoea mo apopo / Vision

**Tāngata Tū Tāngata Ora  
Whānau Tū Whānau Ora**

**Kia tūtuki ai ngā moemoea me ngā wawata / Mission  
Whāriki! The essence of interweaving the supports for  
tāngata to live tino rangitiratanga.**

#### Whakataukī / Proverb

**Rangatiratanga mō tātou kātoa i runga i ngā tikanga o  
tēnā o tēnā o tēnā**

*Ensuring empowerment and self-determination regardless  
of disability, age, gender, race or status.*

<p><b>Vision</b></p>	<p>The vision <i><b>Tāngata Tū Tāngata Ora; Whānau Tū Whānau Ora</b></i> is a premise that Te Roopu Taurima will do all that it possibly can to ensure that the people it supports are centre to all of its services and their whanau are also centre to that support.</p> <p>The <b>vision</b> encompasses the <b>Enabling Good Lives (EGL)</b> principles:</p> <p><b>Self-determination</b> - Disabled people are in control of their lives.</p> <p><b>Beginning early</b> - Invest early in families and whānau to support them; to be aspirational for their disabled child; to build community and natural supports; and to support disabled children to become independent, rather than waiting for a crisis before support is available.</p> <p><b>Person-centred</b> - Disabled people have supports that are tailored to their individual needs and goals, and that take a whole life approach rather than being split across programmes.</p> <p><b>Ordinary life outcomes</b> - Disabled people are supported to live an everyday life in everyday places; and are regarded as citizens with opportunities for learning, employment, having a home and family, and social participation - like others at similar stages of life.</p> <p><b>Mainstream first</b> - Disabled people are supported to access mainstream services before specialist disability services.</p> <p><b>Mana enhancing</b> - The abilities and contributions of disabled people and their families are recognised and respected.</p> <p><b>Easy to use</b> - Disabled people have supports that are simple to use and flexible.</p> <p><b>Relationship building</b> - Supports build and strengthen relationships between disabled people, their whānau and community.</p>
<p><b>Mission</b></p>	<p>The mission <i><b>Whāriki! The essence of interweaving the supports for tāngata to live tino rangitiratanga</b></i> is exactly what it states in that Te Roopu Taurima knows that it takes the interweaving of many to provide tika, pono and aroha when enabling good lives for the people it supports.</p>
<p><b>Interwoven Diagram</b></p>	<p>The interwoven diagram puts tāngata and tāngata whaiora at the centre supported by their internal and immediate connections who also provide the connector to the external stakeholder networks.</p> <p>Te Roopu Taurima, including Governance, Management and Kaimahi along with the whānau of tāngata (whomever the tāngata determine as their whānau) are the internal immediate connections.</p> <p>External stakeholder networks that Te Roopu Taurima and Whānau will connect tangata include:</p> <ul style="list-style-type: none"> <li>• Extended Connections of Whanau</li> <li>• Support Agencies</li> <li>• The Community</li> <li>• Funders</li> <li>• Suppliers</li> <li>• Partners</li> </ul>

## Ngā Mātāpono / Values

**Whānaungatanga (Engagement/Networking):** *Supporting people to be engaged in the community and have harmonious relationships.*

Striving to find ways to nourish hope, energy and commitment for peaceful environments and harmonious relationships in our daily lives.

- We work to understand the frames of mind that promote conflict and violence
- We recognize and appreciate diversity
- We recognize that social inequities are unjust and advocate for acceptance of diversity, equity and inclusion
- We support engagement and networking to build and strengthen relationships

**Tika (Correct/Quality):** *Striving towards excellence and quality in all that we do.*

Those we are privileged to be able to support deserve our very best in everything we do with and for them. Accordingly, the standard we apply to every part of our organisation, from governance to support delivery, is one of excellence and quality.

- We actively seek feedback on our performance
- We take ownership of our jobs and deliver excellent friendly service that adds value
- We take responsibility for what we do and what we are accountable for
- We have zero tolerance for harm to others
- We are professional in all our dealings with others

**Whakaponono (Trust):** *Acting with honesty and integrity in all that we do.*

The people we support along with their whanau and our funders trust us to do the right thing in the right way with honesty and integrity. Therefore, the principles of trusting and being trusted sit at the heart of our work and the support we offer people who use our services.

- We are open and honest in all our dealings
- We do what we say we will do – our actions match our words
- We act ethically and stay true to TRT Values when it is easy and when it is difficult
- We have the courage to challenge ourselves and others when TRT Values are not met
- We ensure the safety and wellbeing of the people we support and of each other

**Aroha (Kindness):** *Ensuring we act with kindness and care in all that we do.*

Enabling those we support to live great lives in their own unique ways, is centred on the human quality of kindness. This way of being, underpins the way we engage with people at all levels, whether it is with an individual, a whanau, or a member of our Te Roopu Taurima team.

- We involve people in decisions that affect their lives
- We treat all with dignity and compassion
- We treat people respectfully at all times with fairness and courtesy
- We help each other as colleagues and value teamwork
- We ensure the safety and wellbeing of the people we support and of each other

**Kia Mārama (Transparency):** *Striving towards open and honest communication at all times.*

Striving towards an open, honest and transparent way in all that we do for the people we support, their whanau, funders and other key stakeholders.

- We demonstrate responsive communication channels at all levels
- We make sure people know they can share anything with us and we will act
- We appreciate all points of views and perspectives
- We maintain a continuous improvement approach to all feedback received

## Strategic Goals and Themes

Pou Tuatahi: Tangata/Tangata Whaiora (the people we support)	Pou Tuarua: Kaimahi (the people who do the work)	Pou Tuatoru: Te Roopu Taurima (the organisation)	Pou Tuawha: Taufīnetanga (Sustainability)
Services align with the values of tika, pono and aroha, a Māori Worldview	Attract and retain a minimum of 70% kaimahi Māori across all levels of the organisation	Best practice organisational structures, processes, systems and policies are integrated and embedded throughout the organisation	TRT is commercially savvy so that revenue comes from a range of sources and exceeds costs
Accommodation meets the needs of tāngata	Kaimahi demonstrate alignment with our culture and values	Services are underpinned by kaupapa Māori ways of working and are tāngata and whānau led in alignment with the principles of Enabling Good Lives	Growth and/or diversification of services will meet the identified needs of tāngata and their whānau and will be well resourced
Tāngata maintain control and choice over their lives	Quality performance in leadership, ownership and accountability is evident across all levels of the organisation	Mutually beneficial relationships and partnerships are nurtured, maintained and developed with relevant stakeholders to support TRT's demands for equity and inclusion for Māori with disabilities	Maintain and develop the capacity and capability to continuously identify the factors affecting our holistic growth in the long term, to counter the adverse factors, and roll out effective changes
Tāngata experience wellness of body, mind, spirit and family	Kaimahi are highly engaged and satisfied in their roles	Gain faster insights, anticipate change and adapt quickly using digital transformation to drive innovation across our organisation	Tell our story well so our audience knows why they need us, what makes us so special, and why our service should be trusted
Whānau of tāngata are key to the interweaving of supports for tangata to live tino rangatiratanga	Kaimahi are supported with quality learning and professional development opportunities	Best practice Governance processes and reviews are embedded for the organisation	Areas of research and development are undertaken to continuously develop depth and knowledge

## Key Aspects of our way of working

### Māori Service Delivery Models in Te Roopu Taurima:

- Te Whare Tapa Whā
- Tūākiri O Te Tāngata
- Te Whāriki Whakaruruhau
- Ngā Ratonga Tikanga Māori
- Kawa Manaaki
- Te Oranga Pūmau
- Taurira Poutama

### Social model of disability:

The social model of disability views disability as being caused by the way society is organised, rather than by a person's impairment or difference. It looks at ways of removing barriers that restrict life choices for people with impairments

### Human Rights Based model of disability:

The human rights-based model is based on the basic human rights principles. It recognises that: **Disability** is a natural part of human diversity that must be respected and supported in all its forms. People with a disability have the same rights as everyone else in society.

### Leaders at Te Roopu Taurima are:

Accountable for performance

Committed to being the best they can be

Empowering and enable the success of others

Self-aware and positively manage their impact on others