

30 November 2018

Alanah T

By email: [fyi-request-8707-cdb61236@requests.fyi.org.nz](mailto:fyi-request-8707-cdb61236@requests.fyi.org.nz)

Dear Alanah

**Request for Information - Ref: IR-01-18-11642**

I refer to your Official Information request of 18 September 2018. Our sincere apologies for the delay in response. You requested the following information:

- "a. Does your organisation have legal responsibilities under the Treaty of Waitangi?*
- b. Does your organisation have legal responsibilities to engage with te reo Maori in some way or another? Does your organisation have a duty (such as in its charter, or its empowering legislation) to reflect New Zealand's cultural identity?*
- c. Does your organisation have a formal policy, strategy, or commitment, relating to te reo Maori ability and proficiency for staff? (If so, can you please provide a copy of it)?*
- d. Does your organisation have a policy on diversity and inclusion? (If so, can you please provide a copy of it)?*
- e. How many staff in your organisation are recorded as being fluent in te reo Maori?*
- f. Has your organisation provided any te reo Maori lessons or education to staff in the past 12 months? (If so, how many staff has it provided those to, and what was the format of the lessons?)*
- g. Does your organisation have any te reo Maori lessons or education scheduled to be provided to staff in upcoming 12 months? (If so, how many staff does it intend to provide those to?)*
- h. How many personnel does your organisation currently engage? (Please include full-time staff, part-time, employees, and volunteers)*
- i. Does your organisation have any personnel who manage the relationships between your organisation and Maori communities? (If so, how many personnel are engaged for that purpose?)"*

As follows is the response to parts A to D of your request.

Police National Headquarters

180 Molesworth Street. PO Box 3017, Wellington 6140, New Zealand.

Telephone: 04 474 9499. Fax: 04 498 7400. [www.police.govt.nz](http://www.police.govt.nz)

In 1985 the Waitangi Tribunal found that te reo Māori is a taonga (valued possession) protected by Article II of the Treaty of Waitangi and that there is an obligation under the Treaty to take action to remedy the decline of te reo Māori at that time.

Currently Te Puni Kōkiri is leading the Maihi Karauna (Crown's Strategy for Māori Language Revitalisation 2018-2023). Police are actively engaged in this process. More information can be found here <https://www.tpk.govt.nz/en/a-matou-kaupapa/maihi-karauna>.

Police are guided by our code values, which include Commitment to Māori and the Treaty and Valuing Diversity which can be found here: <http://www.police.govt.nz/about-us/publication/new-zealand-police-core-values-and-competencies>.

This has led to a more consistent approach to using Te Reo Māori across a range of medium and activities for example formal documents, websites, training, social media and signage. It has seen an increase in opportunities to recognise, encourage and celebrate diversity, whether diversity of thought, religion, sexual orientation or gender. For example, operationally this means Police currently has 68 trained Diversity Liaison Officers (DLO's) around the country who are specific LGBTIQ+ friendly staff and have supported communities to establish a mosque.

The establishment of the Commission of Inquiry into Police Conduct (2004) operated as a significant catalyst for review and change within the police and one of the initiatives launched was a drive to increase diversity within the police, including the recruitment and retention of more women and ethnic minorities. This initiative continues today as Police look to build the diversity of our organisation to better reflect the communities we serve and is working closely with Iwi and other community partners to achieve this. This effort was recognised in Police winning the 2016 Diversity Awards and topping the 2015 Superdiversity Stocktake. Police have also established the Women's Advisory Network to support women in Police to reach their full potential.

*e. How many staff in your organisation are recorded as being fluent in te reo Maori?*

Police do not currently capture this information. Due to the size of the organisation, it is not possible to be gather the information you have requested. Therefore this question of your request is declined pursuant to Section 18(f) of the Official Information Act 1982 as the information requested cannot be made available without substantial collation or research.

*f. Has your organisation provided any te reo Maori lessons or education to staff in the past 12 months? (If so, how many staff has it provided those to, and what was the format of the lessons?)*

*g. Does your organisation have any te reo Maori lessons or education scheduled to be provided to staff in upcoming 12 months? (If so, how many staff does it intend to provide those to?)*

There are a number of Te Reo Māori lessons which occur in various forms, formal and informal across all levels of Police. Due to the size of the organisation, it is not possible to be able to list the detail that you have requested. Therefore this question of your request is declined pursuant to Section 18(f) of the Official Information Act 1982 as the information requested cannot be made available without substantial collation or research.

*h. How many personnel does your organisation currently engage? (Please include full-time staff, part-time, employees, and volunteers)*

The current total headcount is currently is 12,629. Volunteers are not recorded and therefore we are not able to provide a number.

*i. Does your organisation have any personnel who manage the relationships between your organisation and Maori communities? (If so, how many personnel are engaged for that purpose?)*

The Māori, Pacific and Ethnic Services lead engagement and relationships with Iwi Māori and Māori communities, however other Police staff outside this group are also enabled to do so. The National team is based at Police National Headquarters with DCE: Māori as the Executive lead, with an additional 6 employees who manage and support relationships. Each of the 12 Police Districts has a Māori Responsiveness Manager, Iwi Liaison Officer/s who undertake a similar role at a local level.

You have the right, under section 28 (3) of the Official Information Act 1982, to ask the Ombudsman to review my decision if you are not satisfied with the way I have responded to your request.

Ngā Mihi



Michael McLean

National Manager: Māori, Pacific, Ethnic Services