

05 November 2018

C100386

Alanah T
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Dear Alanah

Thank you for your email of 18 September 2018, requesting information about te reo Māori. Your request has been considered under the Official Information Act 1982 (OIA).

You have asked:

1. *Does your organisation have legal responsibilities under the Treaty of Waitangi?*
2. *Does your organisation have legal responsibilities to engage with te reo Māori 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?*

Your first two questions are answered together below.

Yes, to the extent that the treaty and its principles have been incorporated into New Zealand law, which includes Te Ture mō Te Reo Māori (the Māori Language Act) 2016.

The Corrections Act 2004 also includes that, so far as is reasonable and practicable, appropriate provision is made for the various needs of offenders arising because they identify with a particular culture.

Although not the same as 'legal responsibilities', you may wish to note that the Waitangi Tribunal's recommendations to Corrections are set out on pages 87-90 of the report *Tu Mai Te Rangi! Report on the Crown and Disproportionate Reoffending Rates*, which was released in April 2017. The report can be accessed online, via waitangitribunal.govt.nz.

In accordance with section 8I of the Treaty of Waitangi Act 1975, Corrections provided a report in December 2017 that was tabled in Parliament by the Minister for Māori Development, on the progress being made in the implementation of the Tribunal's recommendations.

This information is publicly available, and can be accessed at:
www.parliament.nz/resource/en-NZ/PAP_75873/180fd1f7411f25945bd5d199b5cc8ab480696a8e

3. *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)?*

Corrections is committed to ensuring that staff are able to learn te reo Māori and tikanga practice, and apply these learnings into their day-to-day work.

Rather than an overarching commitment or formal policy of the type you have described, Corrections has a number of resources available to employees to learn te reo Māori.

This includes the Māori Language Homepage, which is available to all staff via Corrections' intranet. It includes te reo Māori glossaries of departmental terminology; te reo Māori exercises for learners; stories of employees' experiences as learners and speakers of te reo Māori; and guides to pōwhiri and other Māori ceremonies. Links are also provided to external resources, provided by the Māori Language Commission and www.maoridictionary.co.nz.

For several years, staff based at Corrections' sites around the country have also participated in activities planned as part of Te Wiki o Te Reo Māori.

Further to this, Corrections' General Manager Cultural Capability has recently consulted with the Māori Language Commission on how Corrections may strengthen our support for incorporating te reo Māori into our employees' daily practice.

We recognise the importance of ensuring diversity and equal opportunities across our workforce, recognising that our team should reflect the diversity of the communities we serve. As at 30 June 2018, 21 percent of Corrections' staff identified as Māori. This is compared with 16 percent for the core public service, and 13 percent for New Zealand's total workforce.

Additionally, during the 2017/18 financial year, 17 percent of new frontline recruits were Māori, and 57.2 percent were women. In 2017/18, 43 percent of Corrections' senior leaders were women and at 1.64 percent, the gender pay gap at Corrections is significantly lower than the reported public sector average of more than 12 percent.

For more information about Corrections' workforce, including breakdowns by gender, role designation, remuneration, age, and ethnicity, you may refer to *Appendix Six: Profile of our people* on pages 182-186 of Corrections' Annual Report 2017/18, at:
https://www.corrections.govt.nz/data/assets/pdf_file/0011/926219/Department_of_Corrections_Annual_Report_2017_2018.pdf

Around 90% of our staff work in frontline roles, and their day-to-day duties involve directly managing offenders in prisons or the community. We recognise that Māori are over-represented in the criminal justice system and that to succeed overall, we must succeed with Māori offenders.

Corrections provides a number of programmes and interventions in prisons and in the community, aimed at reducing reoffending among offenders including through the integration of tikanga behavioural guidelines for daily life and interaction in Māori culture.

An overview of Corrections' effort and commitment to reduce re-offending among Māori can be found on our website, at:

http://www.corrections.govt.nz/resources/strategic_reports/reducing_re-offending_among_maori.html

Corrections also has a Kaiwhakamana Visitor Policy in place, giving kaumātua greater access to Māori prisoners. In 2006, we also implemented a policy to guide Māori cultural practices conducted on departmental premises.

In 2015, we additionally introduced a Māori Advisory Board consisting of iwi representatives who provide strategic advice to our Executive Leadership Team on the design of policy and services impacting Māori offenders.

Following the Tribunal's report, the terms of reference of this board have been enhanced and it has been renamed Te Poari Hautū Rautaki Māori, or the Māori Leadership Board. External Māori members are drawn both from iwi with significant numbers of members under Corrections' management as well as those with Te Tirohanga units in their takiwā.

4. Does your organisation have a policy on diversity and inclusion? (If so, can you please provide a copy of it)?

Corrections has a range of policies in place incorporating the principles of diversity and inclusion. All Corrections employees sign a Code of Conduct, which describes the examples of the behaviours that all our employees must demonstrate, and principles we operate by. One of the key principles of the Code of Conduct is to treat all employees fairly and provide a safe environment.

Diversity and inclusion principles are also interwoven into many of our policies, including:

- Equal Employment Opportunities Policy
- Remuneration – Management Policy
- Remuneration Review and Reward Policy
- Job Evaluation Policy
- Parental Leave Policy
- Career Development Policy
- Training and Development Policy
- Succession Planning Policy

Further, a two to four year diversity and inclusion strategy and work plan is currently under development. We have also recently set up an Inclusion and Diversity Council, with a membership of 12 staff from different areas across Corrections. This follows the recent establishment of Corrections' Rainbow and Women's Networks for staff.

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

We do not currently require or collect this information from staff, and to provide this information to you, we would need to conduct a survey of more than 9,000 employees.

This part of your request is therefore declined under section 18(g) of the OIA, as the information requested is not held by Corrections, and we have no grounds for believing that it is held by another agency or more closely connected with the functions of another agency.

6. *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?)*

7. *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?)*

Questions six and seven are answered together below.

Corrections operates 18 prisons nationally, along with around 150 Community Corrections sites. We also have staff based at four regional and national offices.

Frontline and non-frontline Corrections employees participate in te reo Māori lessons and education at sites across the country. The format of the education or lessons can vary site to site, due to a number of factors. It is up to individual teams or staff members to apply for funding from their budget managers, and we don't centrally record these details. In some instances, lessons may be delivered informally by another Corrections employee based at the same site, who is proficient in te reo Māori and has taken an interest in providing education to their colleagues.

The details you have requested about the number of Corrections staff who have participated or will be participating in te reo Māori education or lessons cannot be readily extracted from our electronic records. To provide this information to you would require initiation of a project to extract, analyse and present the data in the form requested.

This part of your request is therefore declined under section 18(g) of the OIA, as the information requested is not held by Corrections, and we have no grounds for believing that it is held by another agency or more closely connected with the functions of another agency.

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

As at 4 October 2018, Corrections employed a total of 9,551 staff.

9. *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?)*

Yes. The Director Māori, Corrections Services, oversees regional teams of between six and nine staff who provide support, advice and leadership to frontline staff across the entire Māori spectrum as well as giving input at a higher strategic level as required. As specialist matter experts, they can also assist with a wide range of other issues across Corrections.

Secondly, the Rautaki Māori (Māori Strategy and Partnerships) team was established in August 2017. This team develops and oversees key strategic relationships with Māori and is responsible for Corrections' Māori-focused strategy. The General Manager Rautaki Māori oversees five staff.

As mentioned in response to Question Three, Corrections also has a General Manager Cultural Capability. Their work also focuses on liaising with external stakeholders that have an interest in initiatives that improve outcomes for Māori.

Corrections collaborates with Māori groups to improve the way we work with Māori offenders, and improve the way we design, implement and deliver programmes. Staff in the teams described above develop and maintain strong relationships with iwi, hapū, kaitiaki and Māori community groups.

These relationships include collaborative operational agreements, formal partnership agreements, and relationships based on Treaty of Waitangi obligations. Nationally, Corrections operates a rehabilitation programme for men called Te Tirohanga, which offers a range of tikanga-based services to facilitate improved and comprehensive rehabilitation options for Māori offenders by re-engaging their cultural identity.

You may also be interested to know that Corrections and the Kiingitanga signed an Accord in March 2017 to formalise our ongoing, mutually beneficial relationship and to identify areas of future co-operation. Corrections and the Kiingitanga have important areas of common interest. These are set out in the Accord and include: the health and wellbeing of Māori offenders in custody, rehabilitation of Māori offenders in custody, reintegration of Māori prisoners into the community, and reducing Māori re-offending.

The Accord is publicly available online, at:

www.corrections.govt.nz/resources/strategic_reports/accord_between_the_kiingitanga_and_corrections

A new departmental Māori strategy, which will have the reduction of Māori re-offending rates as a core focus, is also in the early stages of development. Corrections continues both to cultivate new relationships with iwi and Māori organisations, and has sought to further enhance our existing relationships, in order to reach the ultimate goal of reducing Māori rates of re-offending.

I trust the information provided is of assistance. Should you have any concerns with this response, I would encourage you to raise these with Corrections. Alternatively you are advised of your right to also raise any concerns with the Office of the Ombudsman. Contact details are: Office of the Ombudsman, PO Box 10152, Wellington 6143.

Yours sincerely



Richard Waggott
Deputy Chief Executive
Corporate Services