**EQUITY & CUTURAL SAFETY POLICY/STATEMENTS**

**Our Vision:**

To be values-driven leaders in exceptional, innovative, equitable healthcare for Maori and all our people. Empowering growth in our staff, patients, and community.

He kaiārahi whai tikanga mātou, kia rangatira, kia auaha, kia taurite ngā mahi hauora mā te Māori me ō mātou tāngata katoa.

Kei te hāpai mātou i te puāwaitanga o ō mātou kaimahi rātou ko ō mātou tūroro, ko te hapori anō.

**OBJECTIVE:**

* To meet our strategic objectives and ensures provides equitable health services in an inclusive and fair manner and that all staff commit to and understand equity responsibilities that will provide health equity for all.
* **At - We recognise that there is an inherent power imbalance between practitioners and patients, and encourage our team to understand the effects of their own culture, history, and attitudes.**

**He aha te Mana Taurite? What is Equity?**

* **Equity (in Health as defined by the Ministry of Health):** In Aotearoa New Zealand, people have differences in health that are not only avoidable but unfair and unjust. Equity recognizes different people with different levels of advantage require different approaches and resources to get equitable health outcomes.
* https://www.health.govt.nz/about-ministry/what-we-do/work-programme-2019-20/achieving-equity

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**What is Cultural Safety:**

* **Cultural safety** ( In Health as defined by HQSC 2022) is recognising and respecting the cultural identities of others, and safely meeting their needs, expectations and rights, contributing to the achievement of positive health outcomes and experiences. <https://www.hqsc.govt.nz/our-work/leadership-and-capability/kaiawhina-workforce/health-literacy-equity-cultural-safety-and-competence/>

**POLICY:**

* will as per our Maori Health Plan show our commitment to Te Tiriti o Waitangi.
* Equity Champion is NAME
* will consider the diversities of our whole population in Tairawhiti and provide safe care for all.
* will work collaboratively with Maori, Iwi providers, DHB, PHO, MOH, and other key stakeholders in the Tairawhiti region focusing on our population health needs targeting our vulnerable populations and sharing and distributing resources to ensure HEALTH EQUITY.
* has a signed MOU with LOCAL IWI NAME Health Services to work and engage with Maori and those in the community with highest needs to provide services together that best meets our community’s needs.
* will run quality improvement programs for our community addressing health targets that effect Maori and our most vulnerable populations, addressing Inequities and Inequalities and ensuring they are sustainable.
* will analyse health data to measure and implement clinical quality improvement programs to address disparities between Maori and Non-Maori identifying opportunities for improvement.

To create an environment where our patients feel culturally, emotionally, and physically safe at our practice, we:

* [train](https://threerivers.gpdocs.co.nz/training_certification.htm) staff in cultural competency and cultural safety
* encourage our team to understand their own [biases](https://threerivers.gpdocs.co.nz/bias.htm) and how these may shape interactions with other people
* encourage correct [te reo](https://threerivers.gpdocs.co.nz/tikanga.htm" \o "Te Reo and Tikanga in Health Care" \t "_self) pronunciation and an understanding of [tikanga](https://threerivers.gpdocs.co.nz/tikanga.htm)
* engage with patients and ask questions to understand their beliefs, values and norms
* ensure patients are able to make [informed decisions](https://threerivers.gpdocs.co.nz/obtaining_consent.htm) about their care
* Ensuring diagnoses and treatments fit with the patient's cultural contexts, while following the best clinical pathway.
* Involving whānau in the patient's health care when appropriate
* commits to addressing and recognising the social determinants of health which include but are not limited to:
  + Socioeconomic status
  + Education
  + Literacy
  + Ethnicity
  + Disability
  + Access to health care
  + Age
  + Gender
  + Sexual orientation
* All staff will receive training in Te Tiriti o Waitangi, unconscious and conscious bias, Cultural competency, Te Reo and embed Tikanga in our everyday practice. staff will be able to practice and provide services which encourage and empower whanau in a safe and culturally sensitive way.
* Policies and resources are available to all staff on the shared drive and GP Docs.

**RESOURCES:**

* [**https://www.youtube.com/watch?v=MlXZyNtaoDM**](https://www.youtube.com/watch?v=MlXZyNtaoDM)
* [**https://www.youtube.com/watch?v=1jZPXYm30GM&t=18s**](https://www.youtube.com/watch?v=1jZPXYm30GM&t=18s)
* [**https://www.hqsc.govt.nz/our-programmes/patient-safety-day/publications-and-resources/publication/3866/**](https://www.hqsc.govt.nz/our-programmes/patient-safety-day/publications-and-resources/publication/3866/)
* **GPDocs**

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<https://nzhistory.govt.nz/culture/maori-language-week/100-maori-words>

<https://teara.govt.nz/en/treaty-of-waitangi?source=inline>