

Mātauranga Māori Quality Assurance and Qualifications Guidelines

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He Kupu Tauākī | Position Statement

*Ko te kawa ora, ko te kawa ora,
tākina, tākina te kawa o te ora!*

*Ko te kawa ora tēnei i takea mai ai i ngā atua,
i ngā tupua, i ngā tahito, i ngā tūpuna*

Ka tau ki ngā whenu o Ngā Ohu Ahumahi e tau nei

He whenu Toi Mai, ka tau

He whenu Waihanga Ara Rau, ka tau

He whenu Hanga-Aro-Rau, ka tau

He whenu Ringa Hora, ka tau

He whenu Toitū te Waiora, ka tau

He whenu Muka Tangata, ka tau

Ka whiriwhiria, ka mau te hono o Ngā Ohu Ahumahi e tau nei

He hua whāioio ka puta ki te whai ao, ki te ao mārama

Haumi ē, hui ē, tāiki ē!

The purpose of this statement is to acknowledge the significant role of Mātauranga Māori within this organisation as a living and flourishing kaupapa for transformation across the vocational education ecosystem.

Our tohu (logo) depicts the whiri (plait) representative of the six whenu (strands) woven together to create a strong taura (rope) that binds us together as kaimahi and connects us to the industries we represent.

Mātauranga Māori provides depth and value to all areas of our mahi and as such, requires effort and commitment from all kaimahi to ensure its sustainability for generations to come.

He Kupu Tauākī | Position Statement

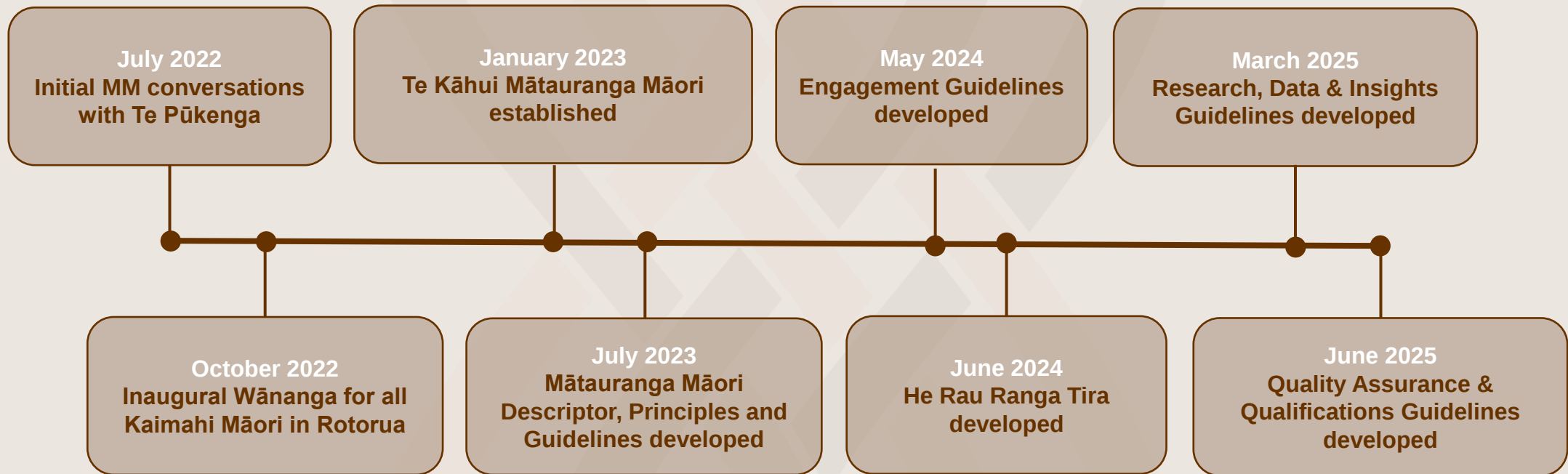
Ko tō mātou tirohanga whakamua ko tēnei; kia kite te ākonga Māori me tōna whānau he mea paenga kore te āpōpō mōna ake i roto i te ara ahumahinga e whāia ana e ia, ā, me tōna mōhio anō he mārama tonu ngā ara e taea ai e ia taua anamata rā te tutuki.

Ko tō mātou hiahia he whakarite i tētahi wāhi hei hāpai i ā tātou kaimahi kia mārama ake ki te Mātauranga Māori, me te whakamahia o te Mātauranga Māori i roto i tēnā, i tēnā tūranga o tēnei wāhi mahi. He mea hanga tēnei rauemi e ngā kaimahi, mā ngā kaimahi anō hei ārahi i a rātou ina mahitahi ana rātou me te ākonga, tōna whānau, tōna hapū, tōna iwi me ngā pākihi Māori anō hoki hei whakarite huarahi e whai whakaaro ai te kaimahi kia kaha tonu te rongohia o tō te ākonga reo i roto i ā tātou mahi.

Our vision is that our Māori learners and their whānau see a limitless future for themselves in their chosen vocation and have clear pathways to achieving that future.

We wish to create space to support our kaimahi in their understanding of Mātauranga Māori, and how Mātauranga Māori can be applied in each and every role within the organisation. This resource has been designed by and for our kaimahi to guide them in their approaches to working with ākonga, whānau, hapū, iwi, and Māori businesses and to create opportunities for how kaimahi can give due consideration to the application and amplification of the Māori voice within the work that we do.

Mātauranga Māori | Milestones



Mātauranga Māori guidelines were developed from 2022-2025 by a working group of Māori leaders and subject matter experts from the Ohu Ahumahi Workforce Development Councils. It is a living kaupapa for all kaimahi, with further iterations expected as the suite of tools grows and changes.

Te Kāhui Mātauranga Māori

Acknowledgement to all the past, present (and future) contributors of Te Kāhui Mātauranga Māori for your time, energy, wisdom, experience and knowledge towards the development and growth of mātauranga Māori.

Kei aku toa takitini, ngā rau ringa i oti ai tēnei mahi – e totō ana te puna o whakamihi.

Ohu Ahumahi	Kaimahi	Kaitautoko
Hanga-Aro-Rau	Riki Ramanui – <i>Te Reo & Mātauranga Māori Advisor</i> Kelly Van Marrewijk – <i>Māori Research Analyst</i>	Darrell Lambert – <i>Poumatua / GM Māori Workforce</i> Mike Crossan – <i>GM Industry Standards</i>
Muka Tangata	Kingi Rakete-Tane – <i>Poutiaki – Te Ara Kounga Māori</i> Rehia Hanara – <i>Kairuruku Māori</i> Adam Ransfield – <i>Poutiaki Ara Kounga Ringa Tohu</i> Daniel Wallwork – <i>Senior Advisor Māori Workforce Development</i> Chelsea Te Awhe-Raston – <i>Poutiaki Ara Kounga Ringa Tohu – Senior Māori Advisor</i>	Moerangi Vercoe – <i>Manukura</i>
Ringa Hora	Sione Niupalau – <i>Kaiārahi Māori – Qualifications & Quality Assurance</i> Les Hoerara – <i>Senior Equity Advisor</i> Riley Te Riini – <i>Kaitohutohu Mātauranga Māori – Qualifications and Quality Assurance</i>	Ben Ngaia – <i>Poumatua</i> Te Oho Reedy – <i>GM Qualifications & Quality Assurance</i>
Toi Mai	Te Whainoa Te Wiata – <i>Mātauranga Māori & Te Reo Māori Specialist</i> Rosalie Reiri – <i>Te Kahu Ahurea – Strategic Māori Advisor</i> Ngarongoa Lentfer – <i>Te Kanohi Ahurea Māori – Mātauranga Specialist</i> Hinepounamu Apanui-Barr – <i>Te Whatu Ohoocho – Senior Advisor</i>	Tama Kirikiri – <i>Poumatua</i>
Toitū Te Waiora	Tanya Milne – <i>Mātauranga Māori & Te Reo Advisor</i> Dawson Marama-Feagai – <i>Engagement and Qualifications Development Specialist</i>	
Waihanga Ara Rau	Te Hapimana King – <i>Iwi Māori Relationship Lead</i> Tariao Te Anga – <i>Mātanga Ara Kounga – Mātauranga me te Reo Māori</i>	
Hāpaitia	Brenda Smith – <i>Amokura – Strategic Advisor</i> Josie Glasson – <i>Māori Lead</i>	

Mātauranga Māori Descriptor

Ko te mātauranga Māori ko ngā mātauranga, ngā uara me ngā mātāpono hirahira e hāngai pū ana, e whaitake ana ki ngā iwi, ki ngā hapū, ki ngā whānau me ō rātou herenga ki te taiao ka whakapuakihia, ka whakaatuhia, ka whakaatatahia mā ngā kōrero tuku iho me ngā rerekētanga ā-motu, ā-rohe, ā-kāinga anō hoki.

Mātauranga Māori is contextually relevant knowledge, values and principles of significance to iwi, hapū, whānau, and their relationship to the environment which are expressed, demonstrated and reflected through national, regional and local variances and narratives.

Kua oti i a mātou tētahi taumata kōrero mō te Mātauranga Māori hei āwhina i ngā kaimahi ki te whakamārama i ōna āhuatanga maha. Ko te taumata kōrero nei ka tipu haere tonu, pērā i (te) tipu o tō tātou māramatanga ki tōna aronga ki te whakamahia o te Mātauranga Māori i roto i te horopaki o tēnei wāhi mahi.

We have developed a high-level descriptor for Mātauranga Māori to help kaimahi understand its multiple dimensions. This descriptor will continue to evolve as we move through implementation and continue to develop and grow in our understanding and application of Mātauranga Māori within the context of this organisation.

An initial set of principles and guidelines have been created based on the feedback received and discussions amongst TKMM.

3 Key Principles

Principle 1: Valued – He taonga te mātauranga Māori

Principle 2: Practised – Te whakatinana i te mātauranga Māori

Principle 3: Supported – Whāia ngā ara mātauranga

16 Guidelines

A series of statements were also developed and aligned to each principle to form the initial guidelines for mātauranga Māori.

Mātauranga Māori Principles and Guidelines

Ko te mātauranga Māori ko ngā mātauranga, ngā uara me ngā mātāpono hirahira e hāngai pū ana, e whaitake ana ki ngā iwi, ki ngā hapū, ki ngā whānau me ō rātou herenga ki te taiao ka whakapuakihia, ka whakaatuhia, ka whakaatahia mā ngā kōrero tuku iho me ngā rerekētanga ā-motu, ā-rohe, ā-kāinga anō hoki.

Mātauranga Māori is contextually relevant knowledge, values and principles of significance to iwi, hapū, whānau, and their relationship to the environment which are expressed, demonstrated and reflected through national, regional and local variances and narratives.

Principle 1: Valued He taonga te mātauranga Māori

Mātauranga Māori is held in high regard as:

- A living and evolving taonga.
- An expression of te ao Māori inclusive of te reo and tikanga.
- Integral to a commitment to Te Tiriti o Waitangi.
- Having significant benefits to Māori and all peoples of Aotearoa.

Principle 2: Practised Te whakatinana i te mātauranga Māori

Good application of mātauranga Māori in practice will:

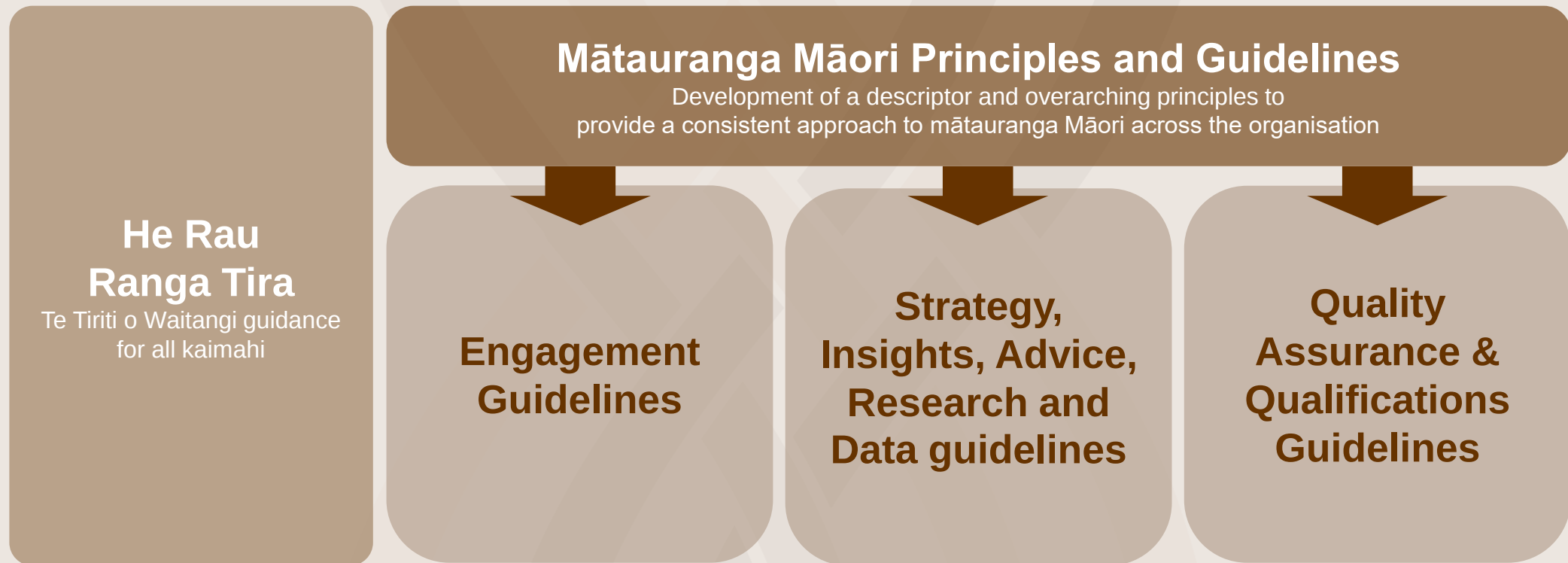
- Enrich and enhance the work, culture and environment of the organisation.
- Be context-relevant and fully explored and considered to ensure alignment is fit-for-purpose.
- Inform decision-making.
- Be considered at the start of projects / discussions / engagement and involve sufficient preparation and ongoing inclusion throughout the entire process.

Principle 3: Supported Whāia ngā ara mātauranga

For the value of mātauranga Māori to be fully recognised and practiced requires a range of support including:

- Mātauranga expertise is acknowledged, adequately resourced, and not taken for granted.
- Support and guidance is readily available and accessible - e.g. Māori forums, committees and subject matter experts.
- Understanding of mātauranga Māori is linked to cultural capability and professional development within the organisation so all kaimahi are advocates and / or practitioners.
- Training opportunities to enhance learning are available and promoted.
- Recognition that competency goes hand-in-hand with confidence – requiring time and patience.

Within any organisation valuing and practicing mātauranga Māori is an ongoing journey not just a destination.
Competency for an organisation and its kaimahi will be continual.



Rangā ngā whenu onamata hei tohu anamata

Weaving the strands of the past to signpost the future.

Te Ao Māori is woven into our tohu
(qualifications/standards) to ensure they are future
proof.

Ngā Kete o te Wānanga

Refers to the three kete of knowledge obtained by Tāne in his pursuit of higher learning for humanity.

Te Kete Tuauri

Embodies spiritual and esoteric wisdom through ritual, memory, and prayer

Te Kete Aronui

Holds practical and creative knowledge to aid humanity

Te Kete Tuatea

Holds knowledge of harmful practices with potential for misuse

These kete represent the idea that knowledge is precious and comes with responsibility. They remind us that learning is not just about facts, but also about wisdom, values, and how we treat others.

Each kete represents an essential element of the education quality process, showing how developing and assuring qualifications takes effort, collaboration, and respect which all work together to create meaningful and effective products.

Purpose

Te Kete Tuauri

Tikanga – Protocols
Must do

Te Kete Aronui

Taputapu – Tools and Guidance
Support to do

Te Kete Tuatea

Take – Reasons (Things to avoid)
Do not do

Focus Areas

The focus areas were based on the kōrero and discussion received and themed accordingly into the following areas.



Te Kete Tuauri



Te Kete Aronui



Te Kete Tuatea

Engagement

**Development &
Review**

**Administration,
Documentation
& Data**

MĀTAURANGA MĀORI

QUALITY ASSURANCE & QUALIFICATIONS GUIDELINES – OVERVIEW

Purpose	Te Kete Tuauri Tikanga (Protocols) Must do	Te Kete Aronui Taputapu (Tools and Guidance) Support to do	Te Kete Tuatea Take (Things to avoid) Do not do
Engagement	- Actively involve Māori stakeholders - Identify niche representation - Emphasise clear communication - Incorporate continuous feedback - Foster genuine partnership - Encourage grassroots approach	- Identify Māori businesses aligning with industry and cultural perspectives - Engage relevant Māori groups - Ensure all necessary decision-makers are involved - Convene sessions for key Māori concerns or 1:1 hui - Time, capacity and commitment - Value existing feedback; avoid repetitive questions - Provide relevant materials/resources - Avoid death by PowerPoint; engage varied learning styles - Agree to Terms of Reference and tikanga - Involve Māori stakeholder groups for guidance - One opinion doesn't represent all - Invite trusted peer support	- Overlooking challenges / barriers - Tokenism - Transactional relationships - Transactional engagement - Using reo without context - Cutting / pasting of Māori terms - Ineffective working groups - Unrealistic expectations - Excluding Māori stakeholders - Inadequate representation - Information overload - One-time consultation - Neglecting stakeholder involvement - Static approaches - Isolated representation
Development & Review	- Engage Māori SMEs - Collaborate in product design - Embed mātauranga Māori - Enable flexibility in design - Incorporate multiple approaches - Develop in small meaningful chunks - Purposefully integrate mātauranga Māori - Advocate for the inclusion of te reo and te ao Māori - Allow product flexibility - Collaborate with QA in product development	- Request Māori SME guidance - Ensure multiple SMEs as require - Don't assume industry stakeholders are mātauranga Māori or te reo experts - Use existing frameworks/resources for development - Use Māori insights to inform decisions - Identify regional initiatives/projects being delivered - Consider commitment & availability - Creating multi-contextual programmes – case studies - Positioning of mātauranga Māori in product development - Normalisation of te ao Māori in Programme Endorsement - Appropriateness and validation of te reo me ngā tikanga inclusion	- Using reo without context - Cutting / pasting of Māori terms - Ineffective working groups - Unrealistic expectations - Complex language - One size fits all approach - Overcomplicated standards - Short-term commitment - Lack of accountability - Failure to adapt
Administration, Documentation & Data	- Protect Māori intellectual property - Respect and protect contributions - Maintain sound decision-making - Use plain language	- Safeguard iwi/hapū mātauranga - Define moderation - Determine access - Ensure safeguarding - Treat external contributions as taonga - Avoid using Google and AI as sources - Handle confidential kōrero with care - Record and evidence discussions with minutes or notes, acknowledging sources	- Preclude by omission - Misappropriating contributions - Failing to acknowledge sources - Complex language

ENGAGEMENT SUMMARY

Te Kete Tuauri – Tikanga (Protocols) Must do

- **Actively involve appropriate Māori stakeholders, businesses and/or iwi, from the start** of development and review processes, ensuring adequate and inclusive representation in all working groups.
- **Identify opportunities for Māori representation in niche industries** and ensure adequate representation and appropriate stakeholder involvement in product development to capture diverse perspectives and insights.

- **Emphasise clear, consistent, and understandable communication** using appropriate language (te reo Māori and/or English) to ensure all participants can access, understand, and fully engage with the content.

- **Incorporate methods for continuous feedback** from Māori stakeholders to ensure the approach remains relevant, effective, and culturally appropriate, while promoting accountability and continuous improvement to better serve Māori learners and businesses.

- **Foster genuine partnerships by promoting engagement strategies that go beyond consultation**, ensuring decisions reflect collective input rather than isolated or token representation, and engaging in open consultation without preconceived outcomes.
- **Encourage a grassroots approach** by involving Māori voices in decision-making to ensure decisions are grounded in the realities and needs of the community.

Te Kete Aronui – Taputapu (Tools and Guidance) Support to do

- Identify Māori businesses that can align industry and cultural perspectives relevant to the kaupapa. Ensure reciprocal collaboration until project end and determine early on where ownership will reside – iwi/Māori and/or the developers.
- Iwi may not always be the right Māori stakeholder group for certain projects. It might be more relevant to engage with Māori businesses or industry groups, unless iwi have specific interests in those industries.
- Do you have all the necessary people to help provide a complete picture of the project ahead? Are there any other groups that should be consulted with? There are voices with a valuable contribution who may not be able to commit to a working group.
- For ample representation, convene a separate session to focus on key Māori concerns. For limited numbers, organise 1:1 hui to capture their views. Ensure appropriate representation, as those without prior knowledge or experience may be less useful in reviews.
- Is there a representative, community or organisation missing that needs to be included? Māori, Pacific, Tangata whenua.
- Value the knowledge and feedback that has already been shared. Don't ask the same questions with every new project. We do know some stuff already.

- Check in with participants if they do have access to relevant material or if they require anything further i.e., information, resources, explanations.
- Avoid "death by PowerPoint." Seek peer reviews, use minimal text, limit acronyms, and consider different learning styles. Send documents in advance or provide additional support materials.
- Do you have a Terms of Reference? Are there some set expectations or agreed tikanga to how everyone will work together?

- Establishment and involvement of Māori stakeholder groups to provide support, guidance and direction.
- Dedicated Māori comms strategy – newsletter, website.
- Do you need to host/facilitate a Māori specific hui to ensure cultural safety?

- One person's whakaaro or opinion does not represent the collective Māori voice.
- Perhaps including a trusted kaimahi to join in with engaging.

Te Kete Tuatea: Take – Reasons (Things to avoid) Do not do

- **Overlooking potential challenges and barriers in collaboration** to ensure smooth and effective engagement. Be prepared and factor in extra time to discuss particular points where needed. Remind everyone of the agreed tikanga and expectations for the hui – your diplomacy, negotiation and conflict resolution skills may be required.
- **Tokenism:** It is vital to maintain authenticity and effectiveness in engagement.
- **Transactional relationships:** Avoid making engagement a 'tick-box' exercise to ensure their input is valued and considered.
- **Transactional engagement:** Steer clear of short-term or tick-box approaches. Ensure your engagement is meaningful and genuine, cultivating trust and rapport over time. Clearly communicate how engagement partners will benefit, ensure relationship maintenance continues beyond or between work phases.
- **Using te reo Māori without context:** Avoid cutting and pasting terms without context to ensure they are meaningful and respectful. Use established online tools like [Te Aka](#) and [Paekupu](#) to learn and increase your understanding of te reo Māori. Avoid defaulting to Google or AI engines for translations; consult with a Māori SME first.
- **Cutting & pasting of Māori terms:** Ensure definitions are practical and applicable, not just theoretical. Be cautious when defining Māori terms. Our role is to acknowledge and validate te ao Māori expressions as determined by industry and providers, with support and endorsement from their local mana whenua or Māori SMEs.
- **Ineffective working groups:** Move away from traditional methods and explore innovative, inclusive approaches to enhance meaningful engagement. Just as we encourage providers to assess ākonga in varied ways, can you gather expert input from working groups in varied ways? Voice memos, online whiteboards, short video calls... not just long hui.
- **Unrealistic expectations:** Avoid making promises that cannot be kept to build trust and credibility. Buzzwords like "micro-credentials" and "stackable" can create a fixed mindset in stakeholders, suggesting quick and easy development. Quality development takes time, and the best solutions emerge after thorough project scoping and ongoing discussion.
- **Excluding Māori Stakeholders:** Avoid starting development or review processes without involving appropriate Māori stakeholders, businesses, or iwi from the beginning.
- **Inadequate Representation:** Do not overlook the need for adequate and inclusive representation of Māori in all working groups.
- **Overloading Information:** Avoid overwhelming participants with too much information at once, which can hinder understanding and engagement.
- **One-Time Consultations:** Do not rely on one-time consultations; continuous engagement is necessary for ongoing improvement.
- **Neglecting Stakeholder Involvement:** Ensure you do not exclude Māori stakeholders from the review and feedback process.
- **Static Approaches:** Avoid sticking to rigid, unchanging methods that do not adapt based on feedback and evolving needs.
- **Isolated Representation:** Do not make decisions based on isolated or token representation; ensure collective input is reflected.

DEVELOPMENT & REVIEW SUMMARY

Te Kete Tuauri – Tikanga (Protocols) Must do	Te Kete Aronui – Taputapu (Tools and Guidance) Support to do	Te Kete Tuatea: Take – Reasons (Things to avoid) Do not do
• Engage Māori SMEs as part of activating your project team, where possible, involve Māori subject matter experts with a thorough working knowledge of mātauranga Māori to maintain authenticity and accuracy throughout the project. They will support informed decisions and maintain the integrity of mātauranga and te reo Māori in your project. • Collaborate with Māori in product design to create culturally appropriate and effective solutions by incorporating their perspectives and knowledge.	• Indicate as soon as possible if you require access to a Māori SME for guidance and support. • A Māori SME should not be limited to one person – try to get as many SMEs as required around the table to make collectively informed decisions on things Māori. • Don't assume that a Māori industry stakeholder (skilled in their area) is also an expert at mātauranga Māori/te reo Māori etc.	• Using te reo Māori without context: Avoid cutting and pasting terms without context to ensure they are meaningful and respectful. • Cutting & pasting of Māori terms: Ensure definitions are practical and applicable, not just theoretical. • Ineffective working groups: Move away from traditional methods and explore innovative, inclusive approaches to enhance meaningful engagement.
• Embed mātauranga Māori as a core component of any project, respecting and reflecting its significance.	• Utilise existing frameworks and resources to support the development e.g. • Mātauranga Māori principles and guidelines – Engagement and Strategy & Insights • He Rau Ranga Tira – Te Tiriti o Waitangi for WDC kaimahi • Te Hono o te Kahurangi – NZQA • Aromatawai Principles of Assessment – NZQA • Your organisation's uara (values) • [other WDC-relevant resources]	• Complex and intricate language: Avoid jargon and unnecessary complexity to ensure information is easily understood. • One size fits all approach: Recognise the unique needs of different sectors and iwi to avoid this approach, ensuring relevant and effective engagement. • Overcomplicated Standards: Do not develop standards in large, complex chunks; break them down into smaller, manageable parts to enhance understanding.
• Enable flexibility in qualification design to accommodate regional and cultural variations in mātauranga Māori, ensuring products are relevant to various contexts and/or regions. • Incorporate multiple approaches to ensure adaptability for future proofing that will allow qualifications to be relevant to different contexts. • Develop standards in small meaningful chunks to gradually introduce and build upon mātauranga Māori concepts / principles and new terms to enhance understanding and application.	• Contact your Māori Engagement/Relationship SME to provide Māori regional insights where available. This information will help to inform your Industry Snapshot. • What initiatives / projects are currently being piloted, delivered by iwi / hapū / communities in the regions? • Consider the commitment and availability of whānau/learners to complete their studies, which may vary with seasonal work (e.g., orchard work, performing / gig economy). • If the product is 'generic', consider creating the product in a way that would allow a programme to be delivered in a te ao Māori context. • Using examples or case studies to illustrate these differences.	• Short-Term Commitment: Avoid making Māori inclusion a short-term initiative; ensure it is a lasting commitment for long-term sustainability. • Lack of Accountability: Do not fail to promote accountability within the team or organisation for maintaining Māori inclusion. • Failure to Adapt: Avoid failing to adapt qualifications and assessments to better serve Māori needs as they evolve.
• Purposefully integrate mātauranga Māori values, tikanga, and worldview into product design, ensuring they are relevant, culturally appropriate, respectful, and meaningful. • Advocate for the inclusion of te reo and te ao Māori within product/s. • Allow product flexibility where mātauranga Māori can be accomplished in the learning, whether to meet a graduate profile outcome or achieving a skill standard. • Collaborate with Quality Assurance in product development to ensure there are diverse and credible sources for assessment.	• Should this be in the Strategic Purpose Statement, the Graduate Profile Outcomes, Indicative Content, Guidance document or the programme delivery? • We expect providers to normalise te reo and te ao Māori as per consideration 4 of the Programme Endorsement process – let us also normalise it wherever else possible. • It requires a different approach to qualification development, ensuring no barriers to te ao Māori context in the qualification document and quality assurance processes like assessment development and moderation. • Be prepared to support and explain the inclusion of reo Māori or te ao Māori terms to stakeholders (e.g. industry, providers, NZQA) if asked, and ensure you have the necessary support from Māori subject matter experts. • If questioned at the RFI stage on kupu Māori, stand your ground confidently. Your efforts to include te reo Māori terms and concepts have been validated by stakeholders already.	

ADMINISTRATION, DOCUMENTATION & DATA SUMMARY

Te Kete Tuauri – Tikanga (Protocols) Must do	Te Kete Aronui – Taputapu (Tools and Guidance) Support to do	Te Kete Tuatea: Take – Reasons (Things to avoid) Do not do
• Protect Māori intellectual property (IP) and ensure ownership remains with Māori to preserve the integrity of Māori knowledge, while highlighting the importance of Māori control over their data and its ethical use to ensure responsible handling.	• If creating a product using iwi or hapū specific mātauranga, i.e., kōrero tuku iho or whakapapa, ensure proper procedures to safeguard mātauranga are in place. • What would moderation look like? • Who has access? • Can it be safeguarded? How?	• Preclusion by omission: Avoid neglecting robust quality assurance processes that protect and maintain the integrity of mātauranga Māori, ensuring it is respected and preserved. • Misappropriating Contributions: Avoid misappropriating the intellectual contributions of iwi, hapū, and Māori communities; always respect and protect their contributions. • Failing to Acknowledge Sources: Do not neglect to acknowledge Māori as the source of mātauranga Māori where appropriate. • Complex Language: Do not use complex or exclusive language in documentation; ensure it is plain, inclusive, and easily understood by all.
• Respect and protect the intellectual contributions of iwi, hapū, and Māori communities by ensuring they are not misappropriated, and safeguard the ownership and integrity of mātauranga Māori, acknowledging Māori as the source where appropriate.	• We treat all contributions from externals as taonga, and they should be treated as such. • Avoid using Google and AI as the 'source.' • We sometimes engage in 'heavy' kōrero and sometimes the kōrero might be deemed confidential, treat it as such, and reassure stakeholders that you can be trusted.	
• Maintain a strong focus on attestation, validation, and defensibility in decision-making to ensure well-supported, credible, and reliable qualifications, especially in the context of mātauranga Māori.	• Record and evidence discussions wherever possible via minutes or meeting notes / summary. Be sure to include, acknowledge and reference source material (person, publication or other) and resources to best support decision/s.	
• Use plain, inclusive language consistently across all documentation to ensure clarity and accessibility, avoiding misunderstandings and making information easily understood by all.	• Te reo Māori or kupu Māori are consistent across documentation. E.g. student = ākonga or tauira, • Be mindful of auto-correct changing kupu Māori unexpectedly • Macrons are used correctly and consistently	

He iti nā te aroha ki te ao Māori me ōna āhuatanga katoa

*A modest gesture given with aroha and respect
to honour the many dimensions of the Māori world*