



St Joseph's Māori Girls' College

*"Every girl preparing for quality of life enhanced
by a Catholic and Maori Boarding School environment."*

Code of Ethics

Tikanga Matatika Māori o Hato Hohepa

Our Ethics are detailed in the following Principles which are to be followed in the context of our Māori and Hāhi Special Character.



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Principle 1 Mātāpono Tuatahi

PRIOR KNOWLEDGE – TE MĀTAURANGA MĀORI MAI RĀNO

The knowledge, recognition and understanding of the past, present and future of St Joseph's Māori Girls' College as established by the Sisters of Our Lady of the Mission to provide a safe and supportive environment for Māori girls to learn as Māori - **this is the reason for the school's continuing existence.**

‘He kākano i ruia mai no Rangiātea, e kore e ngaro’

Care – Te Manaakitanga	Integrity – Te Pono me te Tika	Competence – Te Matatau
<p>Respect & Value Mana Maori and its history (pre and post Treaty of Waitangi).</p> <p>Respect and value the reason for the school's establishment and continued existence.</p>	<p>Any developing knowledge must be informed by and come from knowledge of the past.</p> <ul style="list-style-type: none"> • Kaimahi MUST know and be able to tell the story – and its connection with the present and future. 	<p>Is committed to and demonstrates by attitude and action</p> <ul style="list-style-type: none"> • Kanohi ki te kanohi' • Knowing, respecting and living the story.



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Principle 2 Mātāpono Tuarua

THE PAST IS NOW – MAI I UKI KI MOROKI NEI

We walk with the past in to the present and toward the future.

The past is in front of us. It has shaped us and is part of us. It is who we are. (Dr Moana Jackson)

‘Tamaiti ākona i te kāinga, tū ana ki te Marae, tau ana’

Care – Te Manaakitanga	Integrity – Te Pono me te Tika	Competence – Te Matatau
<p>We respect and value that the Māori present is shaped by the Māori past.</p> <p>Recognise, Respect and Value the individual and the diversity and range of stories:</p> <ul style="list-style-type: none"> ● cultural knowledge ● skills ● gender ● beliefs ● Values ● Characteristics and lived experience. 	<p>To know Māori past is to know and understand who Māori are now:</p> <ul style="list-style-type: none"> ● Know, Protect and Value the stories ● Ensure that the stories are known and told. <p>To listen to learn – not necessarily to respond.</p>	<p>Knowing and respecting the dignity of each story and storyteller.</p> <p>Plan and provide for opportunities for the telling of the stories as evidenced in curriculum documents and pastoral care handbook.</p> <p>Behaves in a manner that clearly demonstrates responsibility and accountability for respectfully listening to, and telling the stories in an appreciative way.</p>



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Principle 3 Mātāpono Tuatoru

PLACE – TE HAUMARUTANGA O HATO HŌHEPA

Every place began in a prior time and shapes who Māori are. Place positions St Joseph's Māori Girls' College in its dual history as a Mission College and as Turangawaewae. Iwi, Maunga and Awa.

In all we think, say and do we show respect for our place.

'Kei roto i tō Atuatanga ko tō Māoritanga, Kei roto i to Māoritanga ko tō Atuatanga'

Care – Te Manaakitanga	Integrity – Te Pono me te Tika	Competence – Te Matatau
Value, honour and accept the role of kaitiaki as being vital to the sustainability and growth of our place. Having reverence for our place.	Understand, Respect, promote and fulfil the duty of care as kaitiaki.	Through our attitudes and actions we demonstrate commitment to Kaitiakitanga.



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Principle 4 – Mātāpono Tuawha

DIFFERENCE – REREKĒTANGA

The story St Joseph's Māori Girls' College is shaped by Whanau, Hapu and Iwi and the Congregation of The Sisters of Our Lady of the Mission.

The challenge is to know and acknowledge difference – to nurture, treasure and honour.

'He rangi tā matawhāiti, He rangi tā matawhānuī'

Care – Te Manaakitanga	Integrity – Te Pono me te Tika	Competence – Te Matatau
<p>To know, acknowledge and honour the diversity of:</p> <ul style="list-style-type: none"> • Au • Whanau • Hapu • Iwi • Charism of the Sisters of Our Lady of the Mission. 	<p>Show ongoing commitment to embracing and honouring diversity in a culturally responsive manner.</p> <p>Accept responsibility for knowing, acknowledging and honouring diversity.</p>	<p>Attitude and actions clearly demonstrate respect for and the honouring of individual and collective differences</p> <ul style="list-style-type: none"> • Recognise and respond positively to the diversity of stories • To be inclusive and avoid discrimination.



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Principle 5 – Mātāpono Tuarima

CONSTANT LEARNING – PŪMAU KI NGĀ TIKANGA AKORANGA

Go back to the beginning to learn where to go in the future; seek/find the journey back to the beginning
(Principle's 1-4: Prior Knowledge, The Past is Now, Place and Difference)

‘Kua takoto te mānuka’

Care – Te Manaakitanga	Integrity – Te Pono me te Tika	Competence – Te Matatau
<p>Know, accept and be enthusiastic about Constant ongoing Learning.</p> <p>Education with a <i>holistic</i> perspective is concerned with the development of every person's potential:</p> <ul style="list-style-type: none"> ● Spiritual ● Cultural ● Emotional ● Physical ● Intellectual ● Artistic/Creative ● Social. 	<p>Ensure an environment which respects, values and encourages ongoing Lifelong Learning.</p> <p>Challenge/Empower staff and students to discover and explore their potential as Lifelong Learners.</p>	<p>As kaitiaki, undertake, contribute and take responsibility for ongoing development as professionals consistent with each person's role and scope of practice:</p> <ul style="list-style-type: none"> - Individually - Collectively.



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Principle 6 – Mātāpono Tuaono

EXPECTATION – NGĀ TŪMANAKO

Demand only the best; individually and collectively as required at St Joseph's Maori Girls' College
Eliminate the expectation of Maori as being inferior.

'Ko te pae tawhiti whāia kia tata, Ko te pae tata, whakamaua kia tīna'

Care – Te Manaakitanga	Integrity – Te Pono me te Tika	Competence – Te Matatau
Commitment/Support "Expect and Demand only the best". Listen with ears and heart. Recognition that each individual is gifted & talented <ul style="list-style-type: none"> ● Instil Belief ● Instil Confidence ● Instil Pride. 	Commitment to professional standards as required by the College. Know, acknowledge and believe that every student can succeed. Empower students to be successful as Maori. Develop & Instil personal excellence & Perseverance.	Standards – understand, contribute to and consistently show support of the College code of ethics. Knowing how to interpret and respond to body language, expression. Role modelling the expectation. Actively promote and demonstrate the positivity of Maoritanga.



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Principle 7 – Mātāpono Tuawhitu

EXCELLENCE - KAIRANGI

As per St Joseph's Maori Girls' College ethos: "I o mahi katoa, mahia" – whatever you do, do to the best of your ability, through Virtue and Knowledge, Rangimarietanga, Manaakitanga.

Virtues of Euphrase: Humility, modesty, simplicity, charity:

Declaration of Rights of Indigenous People (UN)

'I o mahi katoa, mahia'

Care – Te Manaakitanga	Integrity – Te Pono me te Tika	Competence – Te Matatau
<p>Support students in their pursuit of excellence as Maori</p> <ul style="list-style-type: none"> • Whanaungatanga • Manaakitanga. <p>Giving the students opportunity to show their gifts and talents.</p> <p>Encourage students to strive to reach their full potential.</p> <p>Recognise, acknowledge, and applaud students reaching personal excellence.</p>	<p>Understand, acknowledge and promote the expectation that excellence as Maori is an essential element of education both individually and collectively.</p> <p>Role model the required excellence, working collaboratively with one another according to our specific role.</p> <p>Know and acknowledge that it is a privilege to be a staff member in this College.</p>	<p>Actively promote, support and demonstrate consistently that excellence as Maori is the norm:</p> <ul style="list-style-type: none"> - Individually - Collectively. <p>Accept responsibility for the ongoing development of the individual's capacity for excellence.</p> <p>Implement and promote an environment that encompasses, responds, supports and reflects the values and traditions of the College.</p>



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Principle 8 – Mātāpono Tuawaru

RESPECT - WHAKAUTE

Māori understanding of Respect differs from Pakeha understanding.
Respect for all and tai ao, for each other, and for what we do not know.

'Mahia i runga i te rangimārie me te ngākau māhaki'

Care – Te Manaakitanga	Integrity – Te Pono me te Tika	Competence – Te Matatau
<p>Listen to Learn:</p> <ul style="list-style-type: none"> ● Expression in Te Reo ● Foster ● Appreciate ● Recognise. 	<p>Know and acknowledge your vocational role; which therefore encompasses and is founded on the following qualities:</p> <ul style="list-style-type: none"> ● Maori and Hāhi Values. 	<p>Know your student:</p> <ul style="list-style-type: none"> ○ Whakapapa/Whenua <ul style="list-style-type: none"> ▪ Who they are? ▪ Who is/are behind them? ▪ Who is/are supporting them? ○ Pronunciation of Names - People and Place <p>Demonstrate acceptance and respect for the dignity of each person's position.</p> <p>Attains and maintains a degree of ethical conduct appropriate to St Joseph's Maori Girls' College.</p>



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Principle 9 – Mātāpono Tuaiwa

HUMILITY - MĀHAKI

Humility tempers pride; walks hand in hand with pride.

Acknowledges the privilege of being at this College and accepts the consequential responsibilities.

Our feet are firmly on Mother Earth – Papatuanuku.

Reflects and encompasses all Principles (Pono is at the heart of who we are and what we do)

'Ehara taku toa i te toa takitahi, Engari taku toa he toa takitini'

Care – Te Manaakitanga	Integrity – Te Pono me te Tika	Competence – Te Matatau
<p>Rejoicing in who we are as a community and where we are called to be.</p> <p>Respectful of the collective wisdom, opinions of others, together with a willingness to learn.</p> <p>Grounded in the reality of the values and Special Character of St Joseph's Maori Girls College.</p> <p>Acknowledge and nurture the gifts and talents of each individual.</p>	<p>To know, acknowledge and respect our call to:</p> <ul style="list-style-type: none"> ● live and uphold the values and traditions / wairua of the College. ● Be Kaitiaki. <p>Accept and demonstrate responsibility for the holistic development of each community member within our specific role and responsibilities.</p> <p>Recognise that each individual is uniquely gifted and talented.</p>	<ul style="list-style-type: none"> ● Our attitudes and actions consistently show we honour and respect each individual. ● Actively seek opportunity to acknowledge, develop and celebrate growth and achievement. ● To provide and support an environment which encourages the development of one's mana.



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Principle 10 Mātāpono Tekau

RELATIONSHIPS - WHANAUNGATANGA

The greatest commandment (1&2) – God / People / Whenua-Taiao 'Ka ora te whenua, ka ora te tangata'
Pononga (leadership with servitude). 'With people for the people'.

The Treaty of Waitangi is a simple document about the complex issues of relationship.
Find a way to rebuild the relationship of a different house (Maori and Crown).

'He aha te mea nui o tēnei ao, Maku e kī atu, He tangata! He tangata! He tangata!

Care – Te Manaakitanga	Integrity – Te Pono me te Tika	Competence – Te Matatau
<ul style="list-style-type: none"> • Whanaungatanga • Manaakitanga • Whakapapa – connection and care for all people. <p>Equity</p> <ul style="list-style-type: none"> • Foster mutual relationships that build resilience. 	<p>The HEART: Positively uphold and embrace personal responsibility for the living of all principles / ethics.</p> <p>Accept and Acknowledge that choices have consequences.</p> <p>In reciprocal relationships, ensure knowledge and understanding of appropriate and inappropriate behaviours.</p> <p>Be cognisant of, the influence of, and the responsibility as a role model.</p>	<p>By action and attitude, uphold without compromise the mana, ihi and wehi.</p> <p>Knowing and accepting accountability for appropriate or inappropriate reciprocal relationships.</p> <p>Understand and value the importance of consultation with Kahui Kaumatua especially in matters of Tikanga.</p>