**He tuhinga tapu**

**Ka hikina te tapu: 10 i te ata, 20 Noema 2024**

**He kitenga tapatahi, he kitenga tautika ngā hua o tēnei rangahau mātāmua i te ao, he whakapai mahi Pirihimana te take: Kua tairangatia ngā tini reo nō ngā hapori, ngā aronga hou o te Pirihimana me he kitenga nō te Kāreti Pirihimana**

*He mea whakamāori nā Tākuta Pounamu Aikman rāua ko Austin Haynes*

Kua oti rawa ngā kitenga o te āta rangahau a [‘Understanding Policing Delivery’](https://www.police.govt.nz/about-us/programmes-and-initiatives/understanding-policing-delivery) i mahia ai e ngā kapa rangahau tūtahi e toru, ko te mahi tapatahi me te tautika i te ao Pirihimana te take. Ka tukua atu ki te marea ngā kitenga i tēnei rā.

He rangahau kōkiri pae tawhiti, i mahia ā-korero, ā-nama hoki te rangahau ki te taha o ngā hapori me ngā Pirihimana.

Ko te mauri o te rangahau nei te whakamana i ngā reo o ngā iwi Māori, Pasifika, Tākata Whaikaha, Tākata T/turi, Takatāpui, me ngā kēnge hoki.

I piripāuatia tētahi Parirau Pirihimana kai te Kāreti Pirihimana mō te katoa o tō rātou nohonga i reira. Ko te wā tuatahi kua pēneitia. I whāia hoki wētahi Pirihimana puta noa i te motu, kia mārama pū ai te ngako o te Ao Pirihimana ki ngā kairangahau.

Huihui katoa, kua takoto wēnei rangahau ki runga i a Tahuaroa hai tūāpapa mō te panoni, mō te whakahou ā-wairua, ā-tinana hoki o ngā punaha o te Ao Pirihimana.

I tonoa te kaupapa e tētahi Rōpū Kaitiaki e mahi ana ki te taha o te Pirihimana, nā te Borrin Foundation, nā te Todd Foundation hoki i tautāwhitia ā-pūtea.

E kī ana a Ahorangi Khylee Quince, te Heamana o te rōpū, “We hope these insights into current policing practices will accelerate transformation across New Zealand Police, as they’re based on deep listening to those impacted by unfair policing, as well as from Police themselves.”

He kanorau ngā kapa rangahau, e huihui tahi ana i ngā kitenga o te ao Whaikaha, kore-Whaikaha, kaupapa Māori, mē ngā rangatira rangahau o wēnei kaupapa. Kua whakamahia hoki ngā rahinga tīpako me ngā tikanga tōtōpū.

18 ngā pūrongo i whakaputaina e ngā kapa i ngā mārama e pērā ana te roa.

I wēnei mārama 18, 1,000 ngā haora e kōrero ana ki ngā whānau, ki ngā Tākata Whaikaha, me ngā Pirihimana hoki. Atu i tēnā, 288 hoki ngā haora e piripāua ana ki ngā kaimahi Pirihimana i a rātou e mahi ana.

I tae tūtahi ai ngā kapa e toru ki te whakapono, ko tēnei te wā kia huri rawa te Ao Pirihimana kia āta manaakitia ki te wairua aroha ngā tāngata me ngā whānau o Aotearoa i runga i ō rātou whakapapa karanga-maha me ō rātou tini āhua.

I āta tirotirohia ngā tikanga o ngā Pirihimana ki ngā whānau mana mimiti, ngā tikanga kōwhiri mō te mahi whakatāpu tangata, te whakamahi i te kaha me te hāmene, me te taumaha o wēnei ki runga i ngā hapori. I rangahaua hoki ngā hua nui o te mahi whakawhānau kia ora ai te atawhai me te whakapono i waenga i te Pirihimana me ngā iwi whānui o Aotearoa.

**Ko ngā pūrongo e whai ake nei:**

Mana Pounamu Consulting

* *He Kitenga nō te Whare* (e mahi ana i te Kāreti Pirihimana me ngā Rohe Pirihimana e toru)

Donald Beasley Institute

* Understanding Policing Delivery – Tākata whaikaha, Tākata T/turi hoki

Ihi Research

* Ngā whānau Takatāpui
* Ngā hapori kēnge
* Te taunekeneke o ngā Pirihimana me ngā whānau kua patua e te mate hinengaro
* Te tūkino ki ngā Wāhine Māori
* Te patu ki te TASER ki ngā tāngata me ō rātou whānau
* Ngā kaupapa auaha Pirihimana hai whakawhanaungatanga ki ngā iwi me ngā hapori pēnā i te:
	+ ‘Co-response team’
	+ Mahi tāhengihengi
	+ ‘Operational Advisory Group’
	+ Te manawaroa ki te hara nahanaha i ngā hapori
	+ Whāngaia Ngā Pā Harakeke
* Pūrongo i te Mutunga o te Kaupapa Rangahau.

Ka kōrero wēnei kupu ki te mahi i te ao Pirihimana: he aha ngā mahi pai, tūkino hoki? Kai hea ngā kaupapa auaha? Ka pēhea te ahurea parahau e whakaiti ai i te akoako? Ka pēhea hoki wēnei mea, ko te mahi a te Pirihamana, ko te whēuaua ā-rauemi, ā-pūtea, me te ngāhorohoro o te manaaki e whakapau ai i te whakapono o ngā hapori ki te Pirihimana?

Ka tiro hoki ki te whakamana i te whakamahi kaha a te Pirihimana mahue kē i te mahi tāhengihengi, te nui rawa o te whakawhanaungatanga ki ngā hapori hoki.

Nā te nui o te manaaki a **Mana Pounamu Consulting** ki ngā tauira Pirihimana i runga i tēnei rangahau, i tonoa kia tū i te whakaahua Parirau i tā rātou whakapōtaetanga i te Kāreti, te wā tuatahi kua pēneitia.

“Empathy-driven, well-being focused leadership is needed alongside command-and-control leadership,” te kī mai a Tākuta Pounamu Jade Aikman, te Kaihautū o Mana Pounamu.

I kōrero ia ki te tini me te mano i te hapori Pirihimana, arā, ki ngā mea “who wanted to serve and make it better. They don't want to go around arresting everyone.”

Engari kē ko te mea nui rawa mō te ao Pirihimana ko te piringa a te Constable ki tana Sergeant. Kia kaha ai ēnei piringa, ka kaha hoki ai te manaaki a te iwi Pirihimana ki ngā hapori o te motu.

Mō ngā reanga Pirihimana kāore anō kia puta mai, ko te mea nui hoki anō mō te mahi ki te taha o ngā iwi Māori, Pasifika, aha atu rānei, te whakatinanatanga o ēnei kaupapa ā-kupu, ā-wairua, me ā-mahi hoki, ehara ā-ngutu noa iho.

Me whakaaturia ā-tinana te āhua me ngā tikanga o te hītori, o te mana taurite, o Te Tiriti hoki.

I kī anō a Tākuta Aikman, “There is also an urgent need to address the root causes of crime too, not just respond punitively to symptoms. People in marginalised situations are quickly judged as making poor choices.”

Nā te Donald Beasley Institute i miramira mai ngā tauira pai, kino hoki o te mahi Pirihimana ki ngā iwi whaikaha.

Ka mihi tā rātou pūrongo ki te ‘Disability Road Map’ a ngā Pirihimana, kua whakatūria hai kaha manaaki mō ngā iwi whaikaha o te motu, hai panoni ā-pūnaha hoki.

I tautohua hoki ngā wheako o te whakatīwheta, te kaha kino ki ngā Tākata Whaikaha me te pokea ā-hāmene e pā ana ki a rātou. Kua tapaina tēnei tikanga whakapōrearea ko te ‘criminalising disability’.

I ngā kupu o te Kaihautū o Donald Beasley, Ahorangi Tūhono Brigit Mirfin-Veitch, “It is essential Police receive education, that is disabled-led, about how to respond in an affirmative, holistic and relational way to marginalised communities – to build an understanding about ableism, inequity, and structural racism.”

I whakaaetia takitorutia e ngā kapa rangahau, ‘whanaungatanga, building trusting relationships with communities, works well in policing'.

I whakaaetia hoki e te Pirihimana me ngā iwi whaikaha, kua aukatingia te iwi whaikaha. Engari, mā te wānanga auroa, mā te whakawhanaungatanga hoki ki ngā hapori whaikaha wēnei raru e tika ai.

I miramiratia hoki e ngā tāngata e whai wāhi ana te mahi tāhengihengi mahue kē i te kaha, inā tūtaki ai ngā Pirihimana i ngā whānau kua patua e te wairangi/mate hinengaro, te mate waipiro ā-pēpi, te takiwātanga hoki.

I āta tirotiro a **Ihi Research** ki ngā raru me ngā kaupapa auaha hoki i te ao Pirihimana.

“The culture of conformity and rank structures within Police can stifle critical dialogue about bias and unfair treatment,” e kī ana a Tākuta Catherine Leonard, Kaihautū o Ihi Research.

I tautuhitia te rangahau o te mahi aukati o te Pirihimana, me te mea anō hoki ko ngā kaupapa auaha kia tika ai te Pirihimana hai manaaki, hai tiaki i ngā iwi huri noa i te motu.

I uiui rātou o Ihi ki ngā hapori kua kōrero mō ngā hara kua pā ki a rātou, pērā i ngā wāhine kua tūkinotia, ngā iwi mate hinengaro, ngā whānau takatāpui/ā-niwaniwa, me wērā hoki kua patua ki te TASER. Ahakoa nō wai te reo, he mea whakanui katoa rātou i te whakawhanaungatanga i waenganui i te Pirihimana me ngā hapori katoa o Aotearoa.

I ngā kaupapa auaha, kua whakatairangatia te mahi tahi o te Pirihimana me ngā hapori kia pai rawa ake ai ngā hua mō wēnei hapori.

I tirotirohia hoki ngā tikanga whakamahi kaha, me ngā tikanga whakarau hoki.

I whakanuitia te mahi a ngā kaimahi nō te Māori, Pacific, and Ethnic Services (MPES), hai kawe mana, hai whakahono hoki ki wēnei tūmomo hapori.

Nā Mana Pounamu tēnei i miramira mai: kāore anō wēnei tāngata kia tino whakamanaia i runga i ō rātou whakapapa, engari kē, e kitea nei wētahi Pirihimana hai ‘cultural performers rather than cultural advisors’.

E whakaaetia takitorutia hoki ana, kua tāmutumutu noa iho te whakamana a ngā Pirihimana i Te Pae Oranga, he rautaki whiwhi-paraihe mō ngā hapori mō te tiaki me te noho haumaru o ngā iwi Māori, Pākehā, me Tauiwi hoki i waho kē o te kōti.

E kī ana a Tākuta Leonard, “Our final report really speaks to the different levels of bias and equity and fairness that it exists in our whole system.”

Ka haere tonu wāna kupu, “It exists in our welfare system, our education system, our justice system, that impacts on police, and it impacts on people that are exposed to police intervention in their lives.”

“Policing is a complex issue. To do their job fairly and equitably Police need the trust and support of all our communities, but they also need the right resourcing and support.”

Ka tū mai a Mana Pounamu, te Donald Beasley Institute, me Ihi Research ki te kōrero mō ā rātou pūrongo i tēnei rā, 10.30am-11.30am, kai BGI, 3 MacDonald Crescent, i te pokapū tāone o Te Whanganui-a-Tara/Wellington CBD.

**HEOI TĒNEI**

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**Background on Phase Two Researchers:**

**Ihi Research and Development**

* Ihi Research and Development (Ihi Research) bring expertise in Māori-centred evaluation and research methodologies, and research to support social innovation and organisational learning.
* Recently, Ihi Research were commissioned to undertake research into Māori involvement in State Care 1950-1999 for the Royal Commission into State Care Abuse and worked on research into Māori and Pacific Led Whānau-Centred Primary Health Care for Te Puni Kōkiri that was released by Minister Henare.
* Ihi Research have a focus on an organisational learning approach that could potentially transform the systems and structures that perpetuate inequity/equity in the organisation. The intention of this research is to work with Police to analyse data collected by Police that can be used to drive organisational learning and systemic change. This will ensure that long after the research concludes the mechanisms of ‘learning from feedback’ are embedded within the system.
* Ihi Research are analysing praise, dissatisfaction, complaints, and use of force data to identify themes from different communities in interactions with Police. This will inform the themes for engagement with five communities of interest and five Police sites of innovation.

**Mana Pounamu Consulting**

* Mana Pounamu Consulting is a small team of researchers with Māori, Pasifika, and policing research expertise. They recently completed an equity-focussed evaluation of the Ministry of Education’s *Ka Ora, Ka Ako | Healthy School Lunches Programme*, which explored the programme’s impact upon tamariki and mokopuna wellbeing, as well as the involvement of iwi and hapū in those spaces.
* Mana Pounamu Consulting are identifying and exploring the mechanisms, processes, and instruments that reproduce, facilitate, or passively contribute to systemic and institutional bias and inequitable outcomes for Māori and Pasifika, within the institution of policing in Aotearoa New Zealand. To do so, they are adopting a kaupapa Māori and Pacific-based methodological approach, in exploring the first two focus areas.
* They are using a case study approach for several sites (selected through collaboration with the Independent Panel, Operational Advisory Group and Leads Group) that includes participant observation and interviews. Their project is geared towards enhancing relations between the Police, and Māori and Pasifika, in identifying tangible ways Police can modify policy and practice, to deliver services in an equitable manner in future. In this, they have a specific focus on the wellbeing of frontline officers, to support staff working at the interface with communities across Aotearoa.

**Donald Beasley Institute**

* The Donald Beasley Institute is recognised nationally and internationally as a leader in the field of disability research, with particular expertise in disabled-led and inclusive disability research.
* The DBI team have a strong history of research in the area of disabled people’s access to justice. They were also centrally involved in ensuring that disabled people’s experiences of abuse in care were presented as evidence within the Royal Commission of Inquiry into Abuse in Care 1950-1999.
* The Institute will explore the experiences of Police-experienced tāngata whaikaha, D/deaf and disabled people, and Police officers, in order to generate evidence and data that can be used to inform, transform, and strengthen relationships between Police and disabled people. They will do this by:
	1. Identifying critical barriers to equity and fairness in Police decision-making from the perspectives of tāngata whaikaha, D/deaf and disabled people in relation to responding to complaints, using force, charging decisions, and upholding Te Tiriti o Waitangi.
	2. From a Police perspective, identifying critical barriers to equity and fairness towards tāngata whaikaha, D/deaf and disabled people in Police decision-making around engagement, responding to complaints, using force, and laying charges.