

# SOUTH ISLAND WORKFORCE DEVELOPMENT HUB (SIWDH)



## Calderdale Framework - New Zealand Context Cultural & Diversity Considerations

Māori as tangata whenua hold a unique place in Aotearoa/New Zealand and Te Tiriti o Waitangi/ the Treaty of Waitangi is recognised as the nation's founding document. The health inequities that exist for Māori are acknowledged and the need for all involved in health to work towards reducing these inequities is recognised and supported by the Ministry of Health.<sup>1,2</sup> An overarching aim of the health and disability sector is the improvement of health outcomes and reduction of health inequalities for Māori.

This Cultural & Diversity statement has been prepared as background for this work within Calderdale Framework activity in Aotearoa New Zealand and to encourage culturally competent practice in all project and clinical activity.

Allied Health and other health professional groups as well as health organisations will have specific guidance and training on culturally competent practice available to their members/employees. Individual Calderdale Framework champions, Facilitators and Practitioners are encouraged to draw on this to inform their Calderdale Framework activity.

### Te Tiriti o Waitangi Principles<sup>3</sup>

The principles of partnership, participation and protection underpin the relationship between the Government and Māori under the Treaty of Waitangi.

- **Partnership** involves working together with iwi, hapū, whānau and Māori communities to develop strategies for Māori health gain and appropriate health and disability services.
- **Participation** requires Māori to be involved at all levels of the health and disability sector, including in decision-making, planning, development and delivery of health and disability services.
- **Protection** involves working to ensure Māori have at least the same level of health as non-Māori, and safeguarding Māori cultural concepts, values and practices.

### Health Inequities

We all have a role to play in reducing inequalities in health in Aotearoa New Zealand; these inequalities affect us all.<sup>1</sup> Health inequalities or health inequities are avoidable, unnecessary and unjust differences in the health of groups of people. Reducing health inequalities is greatly assisted by tools, such as the Health Equity Assessment Tool (HEAT),<sup>4</sup> that enable the assessment of interventions such as policies, programmes and services. Such tools examine the potential of these interventions to contribute to reducing health inequalities. From such an assessment, informed decisions can be made about how to build and strengthen policies, programmes and services.

### Cultural diversity

New Zealand has a culturally diverse population and each individual and their whānau accessing the health system has cultural needs specific to him/her. Use of the Calderdale Framework in Aotearoa New Zealand will seek to be inclusive of different cultures and values, and respectful of all peoples in Aotearoa New Zealand.

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The Calderdale Framework methodology is applicable across different clinical settings, services and has no boundaries in relation to applicability to health. However, in the New Zealand context, consideration of our obligations to Māori and New Zealand obligations under the Treaty of Waitangi, as well as our need to be inclusive of Pacifica and all other ethnicities is a core component when implementing the methodology.

To address these obligations and needs recommended actions include:

- **Use of the Health Equity Assessment Tool (HEAT)<sup>4</sup>**

The HEAT tool is appropriate to evaluate planned Calderdale Framework implementation activity at the project, service, DHB or regional level. It can help identify potential areas of change to better reflect the cultural diversity of Aotearoa New Zealand.

The HEAT tool aims to promote equity in health in New Zealand. It consists of a set of 10 questions that enable assessment of policy, programme or service interventions for their current or future impact on health inequalities. The questions cover four stages of policy, programme or service development.

1. Understanding health inequalities.
2. Designing interventions to reduce inequalities.
3. Reviewing and refining interventions.
4. Evaluating the impacts and outcomes of intervention

- **New Zealand training material** for Calderdale Framework Facilitators and Champions to reflect this Cultural & Diversity Considerations statement

- **Resources and documents used in Calderdale Framework activity**

- direct health practitioner users to utilise guidance and training on cultural competence from their professional bodies (professional standards) and organisations
- encourage Allied Health Assistants & support workers to complete
  - the CareerForce Level 3 training unit 28543 Describe culturally safe Māori operating principles and values and their application in a health or wellbeing setting **and/or** cultural competency training within their organisation

- **Clinical task instructions (CTIs)** developed specifically include enquiry about the cultural needs/preferences of the individual in relation to the task. This requirement has been included in the updated 2018 template for writing CTIs.

Other actions indicated for example by application of the HEAT tool to documents/processes over time.

## References

1. Ministry of Health. Reducing Inequalities in Health. Ministry of Health: Wellington; 2002.
2. Ministry of Health. Equity of Health Care for Māori: A Framework. June 2014. Available from: <https://www.health.govt.nz/system/files/documents/publications/equity-of-health-care-for-maori-a-framework-jun14.pdf>
3. Ministry of Health. Treaty of Waitangi Principles. Available from: <https://www.health.govt.nz>
4. Signal L, Martin J, Cram F, Robson B. The Health Equity Assessment Tool: A User's Guide. Ministry of Health: Wellington; 2008. Available from: <https://www.health.govt.nz/publication/health-equity-assessment-tool-users-guide>

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