

Wellbeing and Safety Action Plan 2023

| Unitec Priority | Team Priority | Action and Timing |
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| <p>Improve the success of all learners, achieving parity for Māori, Pacific and under 25s by 2024, enhancing the success of international learners and Disabled learners, and serving the educational needs of Tāmaki Makaurau</p> <p>RANGATIRATANGA Authority and Responsibility</p> | <p>Continue to build strong partnering relationships across Unitec, Tāmaki Makaurau and Te tai Tokerau with a focus on learners' and staff needs.</p> | <ul style="list-style-type: none"> Actively collaborate with staff across Schools and support teams to engage with them positively in the Wellbeing and Safety space. Measure this through staff engagement and learner NPS. Actively collaborate across Takiwā 1 to share good practice and have an aligned approach across the region. Partner with key stakeholders to ensure that a collaborative approach is taken and approaches and initiatives are aligned. Support and implement the Te Pūkenga strategy as appropriate. Have all conversations with integrity and try to find an outcome that delivers on everyone's needs. |
| <p>Provide high quality learning, teaching and applied research to develop work-ready lifelong learners</p> <p>MAHI KOTAHITANGA Co-operation</p> | <p>Good practice delivery to continue to contribute toward a culture of excellence.</p> | <ul style="list-style-type: none"> Continue to embed all Wellbeing and Safety processes and activities via the Risk Assurance Programme (risk registers, safety walks, audits, and critical risks). Continue to apply the Safe 365 model across Unitec and Tāmaki Makaurau in line with changing structures. Achieve 85% compliance at Unitec by the end of 2023. Embed Wellbeing and Safety resources and training sessions to grow leadership and kaimahi capability. |
| <p>Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning</p> <p>WAKARITENGA Legitimacy</p> | <p>Provide staff development capability opportunities to proactively partner with Wellbeing and Safety in order to achieve a safe working culture and environment while supporting quality learning across Unitec.</p> | <ul style="list-style-type: none"> Continue building capability with kaimahi to support learners in Wellbeing and Safety through agreed initiatives. Encourage and deliver initiatives to further promote a safe working culture and environment. Actively partner with the Wellbeing and Safety committee to continue to build capability while providing training opportunities. |
| <p>Build a financially sustainable organisation to invest in the future with an annual operating surplus</p> <p>KAITIAKITANGA Guardianship</p> | <p>Continue to develop an enterprising mindset of financial sustainability by sharing of resources and collaboration across the wider Te Pūkenga network, specifically within Takiwā 1.</p> | <ul style="list-style-type: none"> Work within budgets and continuously review and support changes which impact the most value-adding areas of our work. Deliver internally where possible, leveraging resource across Takiwā 1 to support the organisation's needs in Wellbeing and Safety training. |