

Te Puna Waiora: The Spring of Wellbeing Action Plan 2025

NGĀKAU MĀHAKAKI – Respect, humility, gratitude, generosity of spirit

Led by Te Noho Kotahitanga our Te Tiriti partnership – Ensure we meet our commitments to Obligations under Te Tiriti o Waitangi

Unitec Priorities	Unitec Priorities	Team Actions	Team Targets
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KAITIAKITANGA Guardianship Sustainability & Performance	Financial Performance Deliver on the financial improvement plan (FIP)	For kaimahi to contribute to an environment where we can nurture growth and meet potential for all.	
	Marketing and Engagement Improved brand health and increased enrolments for priority learner groups		<ul style="list-style-type: none"> To develop in partnership with Marketing Team, Maia and Pasifika Teams marketing materials and d-Cals which are inclusive, and welcoming of tauira to our service.
	Infrastructure: Property, Systems and Projects Provide effective infrastructure and systems to support learners and staff		<ul style="list-style-type: none"> Attend Noho Marae Event at Te Noho Kotahitanga Marae – Q1 13.02.25 [emails, photos] Set up Relaxation Stations on all campus' and refer tauira to these resource spaces – end Q1 20.02.25 [ref data photos] Embed tikanga and kawa in our meeting to ensure team wellbeing. [write and learn a team waiata for team meetings; Whakawhenuatanga - gratitude, acknowledgements, life at home and at mahi; karakia, waiata] Waiata Q1 13.02.25; gratitude tree Q1; gratitude in TMs Q1 – photos, staff feedback emails Arrange a pop-up sexual health clinic with XXXX – All Qs Chaplaincy Team host two events per Semester to bring students together to engage / celebrate diversity
RANGATIRATANGA Authority and Responsibility	Partnerships & Stakeholders Ensure effective engagement with all stakeholders, ensuring Iwi, Hapu and Haapori engagement are aligned with our commitment to obligations under Te Tiriti o Waitangi	For kaimahi to practice in a way which is mana-enhancing, increases agency for all.	<ul style="list-style-type: none"> Out-reach service promotion (incl. bookmarks, posters, digital advertising of service, welcome sign in various languages, Team poster) for both campus' – Q1 and Q2
	Strategy & Delivery To drive the successful implementation of strategic initiatives and projects		<ul style="list-style-type: none"> To work from home when sustainable by team and commitments one day a week or during break when not possible during team and as agreed with TL's

Strategic Leadership & Culture			<ul style="list-style-type: none"> To continuing working in a way that fosters team/individual cohesion and development and respects mana – all Qs. Out-reach service promotion (incl. bookmarks, posters, digital advertising of service, welcome sign in various languages, Team poster) for both campus’ – Q1 and Q2 Cultural Supervision monthly with Kai Awhina – Tikanga Māori and developing our understanding of Mātauranga Māori personally and professionally – all Qs Develop methods of capturing “the magic” in both qualitative and qualitative methodologies to guide and develop our service provision – updating the tauira feedback Wufoo – Q1 Redevelop Q reporting statistics for Chaplaincy.Q1 Change recording process from MedTech to Zanda [cost saving and efficiency] – Q2
	Leadership & Culture To foster a consistent, positive institutional culture with effective leadership		<ul style="list-style-type: none"> To work from home when sustainable by team and commitments one day a week or during break when not possible during team and as agreed with TL’s when To continuing working in a way that fosters team/individual cohesion and development and respects mana – all Qs.
WAKARITENGA Legitimacy People, Wellbeing & Safety	People Staff feel valued, engaged & supported to deliver high performance across the organisation. Improve the recruitment and retention of Māori, Pacific and disabled staff.	For Kaimahi to acknowledge the worldviews of tauira, of self and others, and be aware of the external impact and influence of colonisation. For Kaimahi to incorporate an holistic worldview and safety in practice.	<ul style="list-style-type: none"> To attend training on Te Noho Kotahitanga and Pasifika badges as offered by Unitec – All Qs To attend any other worked based learning opportunities promoted/agreed by TL, to broaden and deepen our knowledge of these cohort’ needs and worldviews – All Qs
	Wellbeing and Safety Demonstrate commitment to promoting and strengthening wellbeing and safety through the organisation		<ul style="list-style-type: none"> To attend training on Te Noho Kotahitanga and Pasifika badges as offered by Unitec – All Qs To attend any other worked based learning opportunities promoted/agreed by TL, to broaden and deepen our knowledge of these cohort’ needs and worldviews – All Qs Monthly Team lunches and celebrations i.e. Mātariki and attendance at festivals on-campus – All Qs Celebration of Team’s birthdays at team meetings bring and share – All Qs Kaimahi to utilise their diaries to enable students to be seen from 8am to 4.30pm [where safe staffing allows] – Q1 [medtech diaries; numbers of students seen] Papa ora wananga – X times a year Supporting distressed student’s workshops for staff and student workers/USC –. 2 x per semester Facilitate 3x Staff PD ‘Engaging with Religious Diversity’ Workshops, and seek to be present at 2 school / department Staff Team meetings each Semester

<p style="text-align: center;">MAHI KOTAHITANGA</p> <p style="text-align: center;">Co-operation</p> <p style="text-align: center;">Learner Success, Quality Teaching & Research</p>	<p>Learner Support Manaaki at every stage of the learner journey – academic, pastoral</p>	<p>Working collaboratively and drawing on collective wisdom, to fulfil potential for kaimahi and taura</p>	<ul style="list-style-type: none"> • <i>Staff 1:1s and external supervision – All Qs</i> • <i>Working with/alongside external service providers to support our ākonga [GP's, CMHC's CADs, social support services, NGO's, Vitae – and keep data on referrals to these] – All Qs</i> • <i>Building & developing relationships with Student Success Services [Pasifika, Maia, A4S - through visiting team mtgs, developing a liaison for each team – and keep data on referrals to these] – Q1 and Q2</i> • <i>Attending “O’ events run by departments and marae at the beginning of each semester and keep data on these – Q1 and Q3</i> • <i>Team Leads to offer Group supportive supervision to Student Advisors on an as needs basis – All Qs</i> • <i>Deliver Papaora wānanga (Maia/TPW initiative) and other workshops through the Wellbeing Promoter Role to optimize skills for success in our taura.</i> • <i>Mtg Monthly with Counsellors from Rohe 1 to discuss trends, issues in our spaces and collectively support each other in our mahi. Q1</i> • <i><u>Chaplaincy Team</u> to host ‘Spirituality Awareness Days’, Prayer Spaces on campus, and actively encourage the formation of faith-based Student Clubs</i> • <i>Working with Health & Safety to provide consult rooms for taura & staff flu injection Vaccinations. Q2</i>
	<p>Learner Outcome Optimise learner’s success rates and employability</p>		<ul style="list-style-type: none"> • <i>Staff 1:1s and external supervision – All Qs</i> • <i>Working with/alongside external service providers to support our ākonga [GP's, CMHC's CADs, social support services, NGO's, Vitae – and keep data on referrals to these] – All Qs</i> • <i>Building & developing relationships with Student Success Services [Pasifika, Maia, A4S - through visiting team mtgs, developing a liaison for each team – and keep data on referrals to these] – Q1 and Q2</i> • <i>Attending “O’ events run by departments and marae at the beginning of each semester and keep data on these – Q1 and Q3</i> • <i>Team Leads to offer Group supportive supervision to Student Advisors on an as needs basis – All Qs</i> • <i>Deliver Papaora wānanga (Maia/TPW initiative) and other workshops through the Wellbeing Promoter Role to optimize skills for success in our taura.</i> • <i><u>Chaplaincy Team</u> to host ‘Spirituality Awareness Days’, Prayer Spaces on campus, and actively encourage the formation of faith-based Student Clubs</i> • <i>To develop a liaison person for Whai Kaha and Bridging Ed roupu – by Q1</i> • <i><u>Wellbeing Promoter</u>: to engage taura individually, through small group work</i> • <i>To continue to liaise with Maia to support Māori Taura</i> • <i>To continue to liaise with Pasifika through a designated staff member to support Pasifika taura.</i> • <i>To continue monthly liaison meetings with A4S staff to support taura with disabilities.</i> • <i>Kaimahi to use their allocation of PD/sick/annual leave in a timely way – All Qs 2025</i> • <i>A team of kaimahi involved the development and delivery of the Papaora Wānanga to prepare a descriptive study to present at the Unitec Non-Conference Conference at the end of the year.</i>