

# BIG BROTHERS BIG SISTERS OF NELSON

## CULTURAL RESPONSIVENESS

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**Policy** As every mentee and their family/whanau will have his/her own cultural identify and needs, BBBS will endeavour to match children with mentors who will be able to work with the child in a culturally appropriate manner.

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**Statement of Commitment** BBBS will consult and, where appropriate for its services and for the needs of mentees and their family/whanau, shall access cultural networks in the community to enable positive outcomes to be achieved.

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**Criteria** BBBS works with all cultures but recognises the importance of Tangata Whenua in New Zealand.

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**Cultural supervision and advice** When working with a young person from a culture other than their own, staff and mentors will be able to access cultural supervision to support them to work in a culturally safe manner.

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**Practice** When a young person is referred to BBBS and a match is made staff will ensure that the cultural needs of the family are taken into consideration when arranging family meetings. Availability of culturally appropriate support will be taken into consideration to help the family feel safe in the meetings.

BBBS will maintain a database of culturally based support organisations in the area for access when required.

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**Ethnicity** BBBS will have a good understanding of the ethnic make-up of their client base and the geographic region in which it works as follows:

- The application form for acceptance on to the BBBS programme includes a request to supply details of the ethnic group or groups they identify with and Iwi Affiliation if applicable and if known.
  - The family may enter more than one ethnicity if they choose to.
  - Details of client ethnicity will be analysed to provide statistical information on the make-up of the client base.
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- When the analysis of ethnicity details of clients accessing services reveals that there is a trend of an increase of clients being from one particular ethnic group, this trend will be used in the analysis of service provision and planning.
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Policy Reviewed – Every 3 years

Date Implemented	Date of Last Change	Next Review Date	Policy approved at
14 July 2014	May 2010	July 2018	

Signed \_\_\_\_\_

Position \_\_\_\_\_

Date \_\_\_\_\_