

Hostel Relationships Policy

Policy

InZone Education Foundation is committed to promoting positive relationships, both between our rangatahi and between staff and rangatahi, so as to enable our rangatahi to live and learn in a supportive whānau environment which supports, inspires and empowers them to achieve to their full potential.

Guidelines

1. At InZone, our pastoral care practices will reflect the commitment to nurturing emotional wellbeing and the values of:
 - Manaakitanga** – Generosity, Aroha and Loyalty.
 - Kia Tika, Kia Pono** – Respect, Integrity, Fairness, Tautoko.
 - Kia Māia** – Courage, Determination, Striving for Excellence.
 - Kotahitanga** – Unity, Solidarity, Common purpose

These principles will be strongly affirmed within the InZone kāinga.

2. Our rangatahi shall each be:
 - (a) treated with respect and dignity;
 - (b) given positive guidance promoting appropriate behaviour, having regard to the individual's stage of development; and
 - (c) given positive guidance by the use of praise and encouragement and providing opportunities for personal growth and development; with the avoidance of blame, harsh language, and belittling or degrading responses.
3. When being given direction and guidance rangatahi are not to be subjected to any form of discrimination (including favouritism or antipathy), physical ill- treatment, solitary confinement, or deprivation of food, drink, warmth, shelter, privacy, or protection.
4. The non-violence ethos of InZone shall be regularly reinforced.
5. Physical restraint of a rangatahi may only be used as a last resort in circumstances where the rangatahi actions are endangering the immediate safety of the individual or other rangatahi or staff. Any such action is to be reported immediately to the Senior Boarding Manager and a written report submitted to the Chief Executive Officer as soon as practicable.
6. Staff are required to report to the Senior Boarding Manager any concerns regarding rangatahi welfare, or out of character behaviour via Boardingware and/or in weekly staff meetings. Concerns of a serious nature where rangatahi safety is at risk must be reported to the Senior Boarding Manager immediately. The Senior Boarding Manager may, at their discretion, inform other appropriate parties.
7. Where a staff member suspects that a boarder is experiencing abuse, harassment or serious neglect the staff member shall follow the follow the Prevention of Abuse, Harassment and Neglect of Boarders Policy and the Child Protection Procedures.
8. Rangatahi wishing to pursue a complaint may access the complaints procedure located in the kāinga office.
9. The Chief Executive Officer shall ensure that all staff are aware of this policy and implement procedures to ensure it is followed.