

Health and Safety Policy Statement

Vision: Every Life Fully Lived

Mission: Supportive communities inspired by anthroposophy, which celebrate the diverse ways of being human.

Values: Whakamana, Sustainability. Consistent with these values we will:

- Manage risk,
- Build healthy, well-functioning relationships,
- Allocate and use appropriate resources, and
- Build resilience

Approach:

Our approach to health and safety is centered around the creation of resilience - for our communities and for our organisation.

**Safety is not the
absence of accidents.**

**Safety is the presence
of adaptive capacities**

This means we:

- Plan and manage risk,
- Monitor our activities and context,
- Develop the abilities needed to respond, and
- Learn from success and from failure.

Roles:

- **Our People** – (those that we support and those who support us) - will:
 - Engage, be proactive and communicate with other in a way that demonstrates curiosity, courageousness, empathy, integrity and respect.
 - Meet our standards and expectations.
- **Hohepa leaders will:**
 - Enable, empower and engage our people.
 - Build psychologically safe environments based on truth, trust and transparency.
 - Set the direction and expectations for health and safety.
 - Ensure accountability, authority and responsibility are aligned and resourced.
- **Manuhiri** - will respect our standards and expectations and support Hohepa's approach.