

# 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.