

Oranga Tamariki Disability Strategy – Disability competent and confident workforce

To achieve our vision, Oranga Tamariki and our partners have identified four shifts that must occur.

Shift three – Disability confident and competent workforce

The Oranga Tamariki workforce have the skills and expertise, including cultural competency, to work with tāngata whaikaha me o ratou toa.

We need this shift because while there is some good disability practice within Oranga Tamariki, it is inconsistent and there is not enough disability expertise across the Oranga Tamariki workforce.

Ideas we've heard to achieve the shift

From our engagements and feedback, we have also heard some ideas on how to achieve this shift:

- Ensure Oranga Tamariki kaimahi have a base level of disability competency and understanding relevant to their role.
- Develop a disability training programme with tāngata whaikaha that offers tertiary social worker courses, mandatory internal disability training which covers social and rights-based approaches, and offers disability micro-credentials (e.g., te ao Māori, high needs, non-verbal communication etc.)
- Increase the number of Regional Disability Advisors and ensure working with them is mandatory when working with a disabled person.
- Create and support more disability specialist social worker roles through training, smaller case load numbers etc.
- Integrate disability through all Oranga Tamariki operational policy and practice guidance, frameworks, processes, and tools.
- Create a dedicated, resourced disability team within Oranga Tamariki
- Rethink how Oranga Tamariki can minimise the number of social workers disabled tamariki and rangatahi have as they move between intake, assessment, care etc.

