**RNZFB Strategic Plan 2020-2024**

***Mahere Rautaki o Kāpō Matarehu Aotearoa 2020-2024***

**Our Vision Your Future**

***Tō mātou moemoea ko ā koutou tau tītoki***

**Our Mission**

***Ā Mātou Whainga***

**Empower New Zealanders who are blind, deafblind, or low vision to live the life they choose.**

***Kia whakakahangia ai te oranga e whiriwhiria ai e te hunga Kāpō, Turi-Kāpō me ngā Matarehu hoki.***

**Our Values**

***Ngā Mātāpono***

**Person Centred** – People are at the heart of everything we do and we are led by their needs. We design services that meet people’s needs now and in the future.

***Manaaki Tāngata****- Ko te tangata te mea nui, ā, ko ō rātou hiahia e arahi ai. Ko ngā ratonga o naianei o ngā tau e eke mai hoki ngā hiahia e tūtuki ai.*

**Collaborative** - We believe that to make change happen, we need to bring people, ideas and resources together in new combinations. Partnerships and teamwork are fundamental to our success and we co-design through effective engagement and collaboration.

***Mahi tahi*** *- Ki te whakapanoni me whakakotahi i ngā tangata, i ngā whakaaro me ngā rauemi kia mahi hei whakatōpu hou. Mā te mahi tahi ā rangapū, ā hapori e pahawa tahi ai e momoho ai.*

**Adaptable** – We acknowledge the world around us is changing and that we need to change by innovating and applying creative solutions to move forward.  We are resourceful in response to this change.

***Urutau*** *- He ao hurihuiri tēnei, ā, me whai hoki e mātou kia anga whakamua. Kua hikina kia kawea te manuka.*

**Accountable –** We deliver on our promise and hold ourselves responsible.  We are honest, candid, transparent and respectful in all aspects of our work, applying good judgement for effective decision-making.

***Noho Haepapa*** *– Ehara rawa mātou i te ngutu kau. He pono he whakaute, ā, ka tika hoki i ngā whakataunga pai i roto i ngā mahi katoa.*

**Our Key Priorities**

***Ngā Whāinga Matua***

| **Priority*****Te Whakaaro Tau*** | **How we will deliver this*****Ka pewhea rā e tūtuki ai*** |
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| 1. **Independence** – people who are blind, deafblind or have low vision have choices about how they live their lives as independent citizens in their communities.

***Motuhaketanga*** *- Ka whiriwhiria e te hunga Kāpō, Turi-Kāpō me te hunga Matarehu, ka pewhea rā e noho motuhake ai i roto i ngā hapori.*  | Empower people through **on-going support services** including information, mobility, equipment and recreation, to realise their potential as citizens. Connect people with **technology** that is accessible and affordable, so they are **future ready**.*Ka tautoko kau noa me ngā ratonga āwhina hei whakanui, hei whakakaha, hei whakarite hoki kia tū tangata ai. Ka tūhono hoki ki ngā hangarau whakatapoko, kia taea ai te anga whakamua.*  |
| 1. **Educate and Equip** – empower people who are blind, deafblind or have low vision with the information, advice and tools to thrive through lifelong learning opportunities.

***Whakaako me Whakarawa*** *– Whakamana i te hunga Kāpō, Turi-Kāpō me ngā Matarehu hoki kia whiwhi ai i te mātauranga me ngā taputapu e mau ai ngā āheinga.*  | Core **rehabilitation/habilitation** services as the cornerstone of what we do and provide, including an emphasis on youth transition programmes towards acquiring the skills of job readiness, preparation and **employment** choices.***Whakamātūtūnga/Ratonga Ako Hou*** *- Koia nei ngā mahi whakarawe, whakahirahira hoki me te hono atu ki te whakawhitinga o te hunga rangatahi, kia rite ai rātou ki te whiwhi i te mahi e hiahiatia ai.* |
| 1. **Social Inclusion** – people who are blind, deafblind or have low vision are included in society and have choices as to how to actively participate.

***Kuhuna Papori*** *– Me kuhu ai e te hunga Kāpō, Turi-Kāpō me ngā Matarehu ki ngā whiriwhiringa hei mahinga ake mā rātou, ā, kia āhuru hoki te noho.* | Enhance the **opportunities** for people who are blind, deafblind or have low vision by promoting the principle of society being **fully inclusive**. Encourage access for all to public services, information and the physical environment. Increase **awareness and public education**. Collaborate with consumer organisations to achieve measurable impact.*Ka whakamarohi i ngā āheinga mō te hunga Kāpō, Turi-Kāpō me te hunga Matarehu mā te whakaaro, he wahi whakakotahi katoa ngā hapori. Aki atu ki te kuhu ki ngā ratonga marea ngā karere me te taiao hoki. Hikina te mōhiotanga o te marea. Mahi tahi me ngā rōpu ratonga hei whakaaweawe i ngā tūtukinga pai.* |
| 1. **For Purpose Organisation -** people centred, knowledge based, adaptable and drives change.

***He Rōpu Take Nui –*** *He rōpu urutau, he rōpu whai mātauranga ka āhei whakamana i te tangata, ā, ka kaha tautoko i ngā panonitanga o te wā.* | Hold ourselves **accountable** to deliver the most cost effective and sustainable ways of working, including maximising the digital worldto drive our decision-making. Inspire a **diverse** workforce with a culture of accountability, **performance** and recognition.*Ka whai whakaaro nui kia tika rawa atu te āhuatanga o ā mātou mahi katoa, ā, ka whakamahia rawatia ngā taputapu hangarau hoki hei awhina i ā mātou kupu tūturu. Ko te ahurea o ngā kaimahi kanorau hoki ko te mahi pai te mahi kaha me te mahi manaaki.* |

About Us

As we enter our 130th year, this represents a unique opportunity of change for the RNZFB. 180,000 Kiwis currently are blind, deafblind or have low vision and we are forecasting those numbers will increase to 225,000 by 2028. We also recognise that fundamental societal challenges still exist in Aotearoa and the world. The barriers that remain require tenacity and collaboration with a vision to provide equal opportunity for all. The world is changing rapidly and we must keep pace with this change to meet people’s expectations of daily life. We need to find new solutions, new ways to contribute to a New Zealand where equal opportunity is the norm for our community.

***E pā ana ki a mātou;***

*Kua tu mātou mō ngā tau 130, ā, kua tae te wā kia whakaritea tētehi ara hou hei whainga mā mātou. Kua 180,000 ngā tangata e kāpō ana, ā, kei te mōhiotia, ka piki noa atu ki te 225,000 a ngā tau e 8 e eke mai nei. He maha tonu ngā wero e tauora nei i Aotearoa, puta noa i te ao whānui hoki, ā, me mahi tahi tātou kia whakaitia ngā uauatanga e toe tonu nei. He ao hurihuri tēnei, nō reira, me huri hoki mātou kia taea ai te whakaōrite i ngā whiwhinga o tēnā, o tēnā o tātou.*

**Over-Arching Principles**

Motivated as a ‘for purpose’ organisation we exist to empower New Zealanders who are blind, deafblind or low vision to live the life they choose. Our community includes those individuals who are blind, have low vision or a combination of both sight and hearing loss or may have a print disability. We endorse and will be guided by the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), the Treaty of Waitangi, the New Zealand Disability Strategy 2016-2026 (NZDS) and He Korowai Oranga (*Māori Health Strategy*) in our consideration, decisions and actions.

***Ngā Mātāpono Whakahiapo***

*Ko tā mātou tino kaupapa, ko te whakamana i te hunga Kāpō, Turi-Kāpō me ngā Matarehu hoki, kia taea ai te whiriwhiria te oranga tika mā rātou. Ka tāpiri hoki ki ngā tangata e raru ana ki te pānui tuhinga, pukapuka rānei. Ka tautoko, ka whakanui hoki i te UNCRPD, i te Tiriti o Waitangi, i te Mahere Tāngata Whaikaha 2016-2026 me te He Korowai Oranga, ā, ka whakaarahi hoki i ā mātou mahi katoa.*

**[Approved by the RNZFB Board on 1 May 2020]**