

Wāhine - E rere ana ki te pae hou | Women rising above a new horizon

Wāhine – E rere ana ki te pae hou – **our gendered response to Hōkai Rangi** – reflects our commitment to empowering and supporting staff to engage with women through trauma-informed, gender and culturally responsive approaches. These approaches also ensure policies, programmes and practices are effective for women and addresses their specific needs within the corrections system. With a growing women's prison population and the persistent over-representation of wāhine Māori, supporting timely and effective access to healthcare, rehabilitation and reintegration is more important than ever for women who are often the change-makers in their whānau and communities.

Focus in these areas will contribute to equitable and effective outcomes for women

Our priorities:

Our staff

Enhancing staff capability for trauma-informed, gender and culturally responsive practice

Our support for women

Strengthening support for women in the corrections system

Our systems

Systems support consistency in practice

Capability

To better support women at every stage in the system, staff will receive the right training, tools and support to enhance their understanding of women's pathways into the criminal justice system and their holistic needs. This will give them the confidence and capability to engage safely and effectively with women.

Capacity

To help safely manage the growing number of women in prison, timely and tailored support is needed, starting at the court stage, through to rehabilitation and reintegration activities. This includes ensuring that women have timely access to interventions that meet their specific needs. Strengthening support increases wellbeing, reduces reoffending and enables more enduring reintegration.

Consistency

Improved data, regular monitoring of performance measures, and a gender lens will enable a more consistent, informed and effective approach to working with women. It will enable better identification of women's needs, improved understanding of how effectively those needs are being met and assurance of equitable access to the right interventions.

Underlying principles:

Culturally responsive

Trauma-informed

Gender responsive

Impacts:

Safe, supported and capable staff

Partnering for equitable outcomes

Foundations for participation

Safe, secure and humane system

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Areas of delivery:

Targeted learning and support

- Learning content and practice will be enhanced to equip staff to work safely and effectively with women.
- Greater support for staff to work with trauma-informed, gender and culturally responsive approaches. This will improve site culture, interactions with women and safety for all.
- Gender and culturally responsive and trauma-informed approaches applied to existing and new training programmes.

Communities of practice

- Opportunities to share examples of effective ways of working with women and support reflective practice across regions and roles.

Leadership development

- Ongoing implementation of the Leadership Development Framework will strengthen the capability of leaders to model and embed gender, and culturally responsive and trauma-informed approaches into practice.

Timely access to justice

- Practice will be strengthened in key areas to support early decision-making and help minimise delays, including - Provision of advice to court reports, court appearances, sentencing and parole readiness, access to bail and pre-release planning.
- These improvements will contribute to timely Corrections processes and support capacity management.
- To help reduce overrepresentation of wāhine Māori, it is essential the corrections system meets their specific needs including equitable access to services, interventions and support.

Rehabilitation and reintegration

Efforts will focus on ensuring services and programmes meet the specific needs of women by:

- Expanding access to rehabilitation, particularly for women on remand
- Improving access to rehabilitation and reintegration interventions in both prison and community settings
- Developing a coordinated network approach to programme and intervention delivery
- Partnering with mana whenua, iwi, and kaupapa Māori providers to enable culturally responsive services and programmes to be accessed

An integrated women's prison network

- Placements that ensure women access the right interventions in the right place at the right time. This will help reduce reoffending, support both reintegration outcomes and the management of capacity across the system.

Assurance, learning and continuous improvement

- An enterprise approach to assurance, informed by data and performance measures will support the consistent and effective application of evidence-based, gender-responsive practices across prisons and community sites. This includes the use of benchmarks, monitoring, and outcome tracking to assess impact. Along with reflective practice and structured learning opportunities this will foster a culture of continuous learning and improvement, supporting positive and safe experiences for women, their families/whānau and our staff.
- This approach ensures change is informed by evidence and what matters most in practice.

Policies, processes and guidance

- Where necessary and practical, a gender and culturally responsive and trauma-informed lens will be applied to priority policies that directly impact women.
- The Women's Prison Practice Framework will be integrated into broader policy to support staff to deliver consistent practice.