


Ngā Rau Rākau Gender Safety Policy

MHAPPM/8962

Approved by:	General Manager – Mental Health & Addiction	First Issued:	August 2016	
Signature:	David Warrington	Review Date:	July 2022	
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Purpose

The purpose of this document is to outline the standards to be met by Ngā Rau Rākau staff to ensure an environment in which the gender safety of tāngata whaiora is paramount.

This document is to be used in conjunction with MHAPPM/8953 – [Mental Health and Addiction Group Policy](#) which outlines the shared vision and expectations for the direction, values, principles, attitudes and ways of working to deliver a values based service.

Principles

All Te Whatu Ora – Health New Zealand, Te Matau a Māui Hawke’s Bay documents are based on and link back to our values; **He Kāwanuano** (respect), **Ākina** (improvement), **Raranga Te Tira** (partnership) and **Tauwhiro** (care), and are detailed so all persons are provided with clear information on the way they are expected to practice and undertake tasks.

Scope

All Ngā Rau Rākau staff.

Definitions

Refer to the Mental Health Service Definitions Glossary [\\FS3\share\Public\All Users\MHS Policy review\DEFINITIONS FOR WORDS AND TERMS IN USE WITHIN THE MENTAL HEALTH SERVICE.docx](#).

Roles and Responsibilities

Role	Responsibility
Multidisciplinary Team (MDT)	To highlight tāngata whaiora at risk and to ensure everyone is aware of the risk they may present to self and others. Clear communication and documented during the MDT process.
Clinical Nurse Manager (CNM) / Associate Clinical Nurse Manager (ACNM)	To ensure staff are fully informed of the gender mix and risks associated with this. Any training is offered to staff to help develop strategies to help with early detection of any potential issues.

Role	Responsibility
Shift Coordinator	Ongoing assessment of changing risk and strategies to minimise this. Ensuring staff have a presence on the ward and the tāngata whaiora has access to safe environment .
Ngā Rau Rākau Staff	To comply with the standards as set out in this document

Te Whatu Ora, Te Matau a Māui Hawke's Bay Standards

- 1 Staff identify and document details related to any tāngata whaiora admitted to the service that is at risk and or presents a risk to self or others.
- 2 All staff are aware of the whereabouts of all tāngata whaiora and assigned levels of observation.
- 3 Staff have responsibility for maintaining a safe environment, including gender safety for tāngata whaiora, colleagues and all visitors.
- 4 Any instances of disinhibited or otherwise sexually inappropriate behaviour is mitigated against by early detection of issues and deployment of strategies to alleviate. Concerns need to be brought to the attention of the MDT, CNM/ACNM, and shift coordinator.
- 5 Strategies to minimise risk are recorded in the tāngata whaiora Electronic Health Record and are part of the shift handover.
- 6 Staff are to maintain a high presence in tāngata whaiora areas to help maintain a safe environment.
- 7 Where possible the use of designated “women” and “men” only areas is to be used and monitored by staff.
- 8 Tāngata whaiora are informed that it is not appropriate to visit each other in their bedrooms and staff need to actively deter this from occurring.
- 9 Tāngata whaiora are reminded to keep their doors closed and that other tāngata whaiora cannot access their rooms.

Measurable Outcomes

Reduction in disinhibited or otherwise sexually inappropriate behaviour.

Related Documents

MHAPPM/8953 – [Mental Health and Addiction Group Policy](#)

References

No references

Keywords

Gender
Safety

***For further information please contact the Clinical Nurse Manager –
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