



**SPORT
NEW ZEALAND**

2019/20 Q3 Progress Report

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Introduction

This 2019/20 Q3 Progress Report provides you with updates on Sport NZ's key priority programmes and how they have been affected by the COVID-19 pandemic.

We have already shifted our focus to supporting our staff, and the wider system, deal with the impacts of the COVID-19 pandemic. We are initially focusing on support, response and recovery packages for the entire system, and this will continue to dominate much of 2020/21.

Our immediate goal is to work collaboratively with our stakeholders (and Government) to mitigate the pandemic implications as much as possible, and to reset and rebuild the long-term sustainability of the play, active recreation and sport system. This includes a broader pastoral role of the health and wellbeing of our sector and the people within it.

We have paused the 'normal' version of our Active NZ survey, but are still running Active NZ (in a form) – Active NZ COVID-19, which is being conducted online only (no postal invites or responses). Through this survey we will seek to understand the impact of COVID-19 on physical activity, barriers, mental health, and high performance sport. The survey is currently in field and initial results will be released in early May.

Healthy Active Learning & Tapuwaekura

Healthy Active Learning

Sport NZ and the Ministries of Health and Education continue to work collaboratively to ensure a coordinated approach to the implementation of Healthy Active Learning. This engagement and collaboration continues under the current COVID-19 environment.

All three agencies are working together to ensure the initiative is agile and responsive to the changing needs of schools and tamariki. Healthy Active Learning remains a priority initiative for Sport NZ and its partners, and is progressing well. Sport NZ is encouraging and supporting its delivery partners (Regional Sport Trusts) to focus on innovative ways to continue to support tamaraki, schools and their wider communities.

Our facilitation of professional development for the physical activity workforce continues and has moved to a digital space. Learning opportunities continue to be provided weekly via webinars and digital conferencing.

Sport NZ is well on track to meet its key deliverables for the first phase of implementation (2020 – 2022). This includes:

- All phase one delivery partners have been contracted.
- 27 of 30 physical activity advisors have been recruited by Regional Sport Trusts.
- 300 schools have been identified and engaged by the physical activity workforce.
- Regional cross-agency Steering Groups have been established in all regions where there is a physical activity workforce.

Sport NZ's internal Healthy Active Learning staffing is complete. The Ministry of Education (MoE) and Ministry of Health (MoH) are also progressing well:

- The MoE 2019/20 curriculum resources are currently in the process of being finalised.
- The MoH has published nutrition guidance on its website and is in the process of developing toolkits. These are to be completed in upcoming months.

Tapuwaekura Leadership Group – leading and designing for kura

For Healthy Active Learning to achieve its intended outcomes for Māori, the initiative must uphold an authentic kaupapa that has relevance and holds meaning for Māori.

A Healthy Active Learning cross-agency group, named the Tapuwaekura Leadership Group, was established consisting of representatives from Sport NZ and the Ministries of Health and Education. This group is tasked with leading and designing a Healthy Active Learning delivery model for kura, while ensuring all three agencies' components of the initiative are aligned.

This delivery model will test and review the Atua Matua approach in transforming lifestyle changes through quality physical activity and healthy eating into approximately 13 kura in 2020/21, with a view to scale this approach across level 1-3 Māori medium settings in 2021-2023.

Sport NZ has contracted Ngā Pākura to lead this delivery into identified kura in 2020/21.

Women & Girls

We have advised our partners that the previously agreed Women & Girls governance target still stands. Data collection is through annual partner reporting, which has been delayed until 30 June.

Projects approved through the Activation and Innovation funds are mostly on hold at Levels 3 and 4 and possibly also Level 2. Some projects that are managing to still connect with their young women during this period offer online physical activity options or co-designing for the future. Traditionally, winter codes are impacted more (delivery was about to start) than summer projects (delivery nearly finished).

A planned Media Audit is on hold as with no sport, there is no media coverage. We will reassess this once sport can be played again, particularly top level competitions.

Our Diversity Audit has also been delayed a little but the RFP process will continue, for a reduced survey, which will go out at a time that is felt appropriate for partner organisations.

Disability

Work has continued on implementation of the disability plan. The following activities are continuing during Level 4 and Level 3 but the way they are occurring has changed due to COVID-19.

- Connecting with national partners through national partners' forums to inform them of the disability plan and the role of the disability consultant.
- Starting to scope the roles and responsibilities of the disability sport sector.
- Looking at different options for distribution of the disability fund.
- Working with all Sport NZ staff to put a disability lens on their work.

We are ensuring that disabled tamariki and rangatahi, and the disability sport sector, are catered for in the Sport NZ response to COVID-19. Confirming how 'No Exceptions Investment' will be administered for the 2020/21 financial year and confirming funding levels, has had a slight delay due to COVID-19.

Integrity

Sport NZ has been focusing on initiatives within two main areas for 2019/20: Safeguarding Children and Member protection. The majority of the work is going ahead, with the exception of two areas which have been put on hold. These are the Integrity Reference Groups and the Safeguarding Children Training and Education Pilot. Both areas need substantial sector collaboration.

Safeguarding Children

Work continues on updating Sport NZ's Safe Sport for Children guidance, which includes the development of a suite of child safeguarding policies and procedures, as well as resources specifically being developed for the integrity website. We are also investigating options for ensuring all sports organisations have a child protection officer and a child protection policy in place

Safeguarding Members

Our work programme regarding the pilot of an independent Complaints Management and or Dispute Resolution Service (CMDRS) remains on track. The appointed Reviewer is currently conducting the feasibility study into providing no more than three workable options for a CMDRS. We expect the programme to conclude on time and within budget by 30 June 2020.

We are progressing well with establishing a Sport Integrity Online Guidance Repository, with all aspects of the website in development, including the community portal, education and training, policies and procedures, and resources.

NSO capability projects and the four pilot projects

Sport NZ has been working with 18 partner organisations to implement the recommendations of the NSO Capability stocktake across six key areas, which are governance, leadership, human resources, finance, technology, and communications.

Of the 175 initiatives, 20% have been completed, 63% continue to be in progress and 17% are on hold due to partners reprioritising their work due to COVID-19. We will continue to closely monitor the capacity of partners to continue with these initiatives.

Four pilot projects

Integration

Due to COVID-19 this project has been put on hold. However, we will work proactively with partners who will seek out opportunities to adapt in this changing environment. Currently Softball NZ and Baseball NZ have ceased discussions due to other priorities at this time; Bowls NZ and Indoor Bowls NZ have signed a shared service agreement; Tennis, Squash and Badminton have had discussions for nine months and the next meeting was cancelled due to other priorities at this time.

Transformation

The Transformation Project has been able to assemble an Advisory Group of external business and technology leaders in New Zealand. These members of the Advisory Group are already providing guidance, recommendations, and suggestions for improvement to the Project, as well as reaching out to their companies and extended networks to attract investment and partnership with Sport New Zealand and the NSOs for the various experiments.

We are reviewing whether we put this project on hold or continue under COVID-19.

HR Shared Service

A contractor is embedded to 30 September 2020 with Rowing NZ and Cycling NZ. Things are progressing well, and we have had positive feedback from both Chief Executives about how valuable they have found this pilot. Discussions will follow with both partners about the sustainability of this when the contractor leaves.

Concurrently we are reviewing the HR Shared Service model provided by Sport NZ to the sport sector in the context of the anticipated change many organisations are expected to go through in the medium to long term in order to adapt. Currently Sport NZ provides free HR advice and support for organisation's to access for advice through a contracted HR expert and helpline via the Business Central network (available to 70 organisation's), and investment where required for specialist advice such as employment law advice regarding organisational change.

Leadership Alignment Project

Pre COVID-19 we were about to appoint a supplier however this project has now been put on hold. The five partners selected for this pilot have been informed of this. Funds will be redirected to COVID-19 business capability requests.

Finance

Overview

For the nine months ended 31 March 2020 the Sport NZ Group reports a surplus of \$4.558m (original budget deficit \$1.470m), a variance of \$6.028m.

Sport NZ Group is forecasting closing net reserves of \$31.207m (30 June 2019 \$49.701m).

The revised Sport NZ forecast, reflecting the current COVID-19 environment, is presenting a net surplus of \$2.506m, a reduction of \$14.194m from original budget.

Much of this surplus is the direct result of reduced activity resulting from COVID-19. The net surplus has contributed towards the \$25m Relief Package.

Sport NZ Group Financial results for the nine months ended 31 March 2020

The positive variance of \$6.028m from original budget is made up of the following items:

- Revenue is \$0.150m less than original budget.
- Sector investment is \$0.372m more than original budget.
- Operating expenditure is \$6.028m less than original budget.

The underspend in other operating expenses is principally due to the following:

- Personnel costs are behind budget principally due to unfilled vacancies across the group.
- Professional and technical services are behind budget largely due to timing differences in intelligence (\$0.523) and Women & Girls (\$0.8m).
- Other expenditure is underspent largely due:
 - Phasing of Website redevelopment costs (\$0.252m) and variances in information systems costs (\$0.282m).
 - Sector training is behind budget principally due to delays in Business Capability (\$0.376m), Young People (\$0.699) and High Performance Sport (\$1.066m).
 - Marketing and Communications expenses are under budget due to an adjusted approach to the IHI Aotearoa branding, requiring less expenditure than initially intended (\$0.262m) and roll out timing adjustments to Power of 5, Balance is Better and Healthy Active Learning (\$0.480m).