



SPORT NZ GROUP

E32

Annual Report

1 JULY 2021 - 30 JUNE 2022

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E te rahi kei tua i te tirohanga tangata, koutou ngā puna mātauranga kua tīraha ki te tikitiki o rangi. Tēnei mātou te toenga e para tonu i te ara toiroa, ara toimaha, tēnei mātou te hāpai ō e kawea tonu nei i runga i te pono, i te tika me te aroha ki te tangata – tihei mauri ora!

To our esteemed leaders who have passed from our gaze, to our repositories of knowledge who have ascended to the heavens. We, the benefactors of your wisdom and sacrifice, continue to follow your path of authenticity, integrity and respect for all people – let there be life!

**E rua tau ruru;
e rua tau wehe;
e rua tau mutu;
e rua tau kai.**

**Two seasons of drought;
two seasons of scarcity;
two seasons of crop failure;
two seasons of plenty.**

He kupu nā te Heamana me te Tumu Whakahaere o Te Kāhui o Ihi Aotearoa

E mahi ana Te Kāhui o Ihi Aotearoa ki roto i ngā pūnaha e hāngai ana ki te tākaro, te korikori ā-rēhia me te hākinakina hei whakakaha i ngā mahi korikori o ngā tāngata katoa o Aotearoa, hei tautoko hoki i te eke panuku o ngā tāngata o Aotearoa ki te taumata o te ao, ka mutu hei whakaawetanga anō mō tātou. Mēhemea rānei kua puta tētahi akoranga nui i ngā marama 24 kua taha ake, koia ko te hiranga o tō tātou tūranga hei āwhina i te hāpai i ngā mahi e hua ai he putanga ā-hauora pai.

He ngākau titikaha ki te hauora me te mana

He ngākau titikaha tō Te Kāhui o Ihi Aotearoa ki te whakamana, ki te tautoko i te tangata takitahi e tutuki ai i a ia tōna anō pitomata, ki te whakamarohi hoki i tōna āheinga i roto, i waho anō i tōna oranga i te hākinakina. Whai muri i te whakakapinga o te whakatewhatewhatanga motuhake o High Performance Sport NZ (HPSNZ) rātou ko Cycling New Zealand ki roto i ngā āhuatanga hauora o te hōtaka taumata tiketike, ko tā mātou mahi tuatahi he āhukahuka, he tūtohu i te mamae me te kohuki e ngau kino nei i te tangata. E whakaae ana mātou ki ngā kitenga o te pūrongo, ā, e mihi ana hoki ki te pae mō ngā mahi i kawea e rātou, me te hunga i whai wāhi atu ki te whakatewhatewhatanga. Kua puta i a HPSNZ tētahi mahere mahi, 10 ōna aronga nui, hei urupare ki ngā tūtohunga e hāngai nei ki a HPSNZ ki te hōtaka taumata tiketike whānui rānei, ā, he rite tonu tō mātou hiahia kia piki ake te kounga o te mahi hei hāpai i ngā kaupapa o nāianei, me te reanga hou o ngā kaupapa e ara tonu nei.

I te tau nei, i oti i Te Rōpū Whakamana Motuhake ana mahi ki te tūtohi i ngā panonitanga torowhare e tika ana hei whakahaere i ngā āhuatanga whakamana huhua puta noa i te hātepe. I te Hune, i pānuitia e te Minita mō te Hākinakina me Ngā Mahi ā-Rēhia, ka whakatūria tētahi hinonga hou mō ngā whakatewhatewhatanga motuhake, kua tohu tēnei i te koke whakamua hei whakahaumarua, whakakaha anō hoki i te mana, te haumarutanga me te hauora o te kaiuru i roto i te rāngai.

Kei te whakarite i te anamata kākanorua me tētahi whakahaere e aratakina ana e Te Tiriti

I poho kererū a Ihi Aotearoa ki te whakaputa i Te Pākē o Ihi Aotearoa me Te Aho a Ihi Aotearoa, te Anga Putanga Māori hou, me te Mahere Whakahohe. Ko ngā tuhinga e rua nei, he tino kokenga i roto i tā mātou haerenga kia whakarite i te anamata kākanorua me tētahi whakahaere e aratakina ana e Te Tiriti. Hei whakaū i tā mātou whakapai i ngā wheako o te Māori, e aro pū ana a Ihi Aotearoa ki te whakakaha i ngā hononga o nāianei me te tūhura i ngā arawātea Māori hou.

Te toronga me te whakauhi i ngā huinga karamatamata

Kua kitea i te tau kua hipa nei te hokinga o ngā hākinakina taumata tiketike ki tētahi hōtaka hanga auau, ā, he maha tonu ngā wā kua hori hei whakanui mā tātou ahakoa ngā taupā i hua ake i te urutā KOWHEORI-19. I eke panuku te tīma o Aotearoa i Ngā Taumāhekeheke o Te Ao ki Tokyo 2020, me Ngā Taumāhekeheke Whaikaha o Te Ao, ā, kāore i paku rerekē tō rātou eke i Ngā Taumāhekeheke Hōtoke o Te Ao ki Beijing, me Ngā Taumāhekeheke Whaikaha o Te Ao. I toa ngā kaupapa o Aotearoa i tētahi huinga mētara i ngā hākinakina hukapapa. Tae mai ki tēnei wā, ko Ngā Kēmu o Te Tōpūtanga o Ingarangi anō tētahi tino whakaaturanga o tō tātou pūmanawa me te whanonga kairangi ā-hākinakina, ka mutu i toa te tīma i ngā mētara kōura e 20.

I pōwhiritia hoki e Aotearoa, ngā tīma kirikiti e waru mō te ICC Women's Cricket World Cup 2022, te mea tuatahi o ngā ipu wahine aowhānui i whakauhi takiruatua ki konei mai i 2022-2023. He āheinga autāia ēnei momo huihuinga ki te whakaatu atu i te hākinakina wahine, ka rua ki te whakamahi hei kauwhiti ki te whakatipu i te hākinakina wahine i ngā taumata katoa. Mā te Sport Recovery Fund, e poho kererū ana a Ihi Aotearoa i tana tautoko i te whakahoutanga o ngā papa kaiaka me ngā whare whakangungu, kia hua mai he tukuora irakore, whaitake, hākina-rau hoki mō ngā kaitākaro me ngā kaiwawao.

E pāngia tonutia ana te rāngai e KOWHEORI-19

Ko tētahi aronga hirahira mō Te Kāhui o Ihi Aotearoa puta noa i te tau 2021/22, ko te tautoko i te rāngai ki te whakahaere i te horopaki hurihuri o te urutā o KOWHEORI-19. Kua whakaaturia e te rāngai tana manawaroa i a ia e koke tonu ana i ngā mahi o ia rā ki te tautoko, ki te whakaāhehi hoki i ngā tāngata o Aotearoa kia kaha ake te haukōri, ā, mō te wāhanga ki ngā kaupapa tiketike, ki te whakangungu, ki te haere hoki ki ngā whakataetae ā-motu, ngā whakataetae i te ao whānui hoki.

E haere tonu ana ngā wero o KOWHEORI-19 mō te rāngai taumata tiketike. Nā te whakaterenga o te Targeted Investment Framework, 131 miriona tāra te rahi, i te Hānuere kua taha, kua whakaū rawa te whainga pūtea mō ētahi anō hākinakina, kaupapa hoki tae noa ki 2024, ā, kua whakarahi ake te haumitanga ki ētahi kaupapa hauora hāngai.

Ko te whai mārama ki ngā pānga o KOWHEORI-19 ki ngā tikanga whai wāhi o te tangata tonu tētahi tino aronga mō Ihi Aotearoa. E whakaatu mai ana ngā tirohanga, kua nui ake te tautika-kōre i te pūnaha, inarā ko ngā rangatahi Māori, Pasifika hoki me ngā rangatahi mai i ngā wāhi pōhara, ā, kua nui ake te pānga ki ngā tamatāne i tēnā o te tamawāhine. E whakakaha ana ngā kitenga nei i te aronga o Ihi Aotearoa ki te whakapai ake i te kounga me te āheinga o ngā arawātea korikori mō ngā hapori kāore i tino whai wāhi mai.

He kōkirikiri, he tahua hou hei whakatenatena i te mahi korikori

He kokenga nui te whakaterenga o te kōkirikiri #itsmymove i te Pēpuere kua hori, mō te hōtaka Kanorautanga, Kauawhitanga hoki o Ihi Aotearoa. E aro ana te kōkirikiri ki te āwhinatanga o ngā rangatahi tamawāhine ki te noho haukōri, ā, kua pai rawa tana pōwhiritia e te rāngai me ngā rangatahi tamawāhine.

Hei urupare ki ngā pānga o KOWHEORI-19 ki ngā whanonga kori o te tangata, kua kāngia anō tērā o ngā kōkirikiri o mua o Ihi Aotearoa, ko Push Play, mai i te hiku o te tekau tau 1990. Āhua rite ana ki #itsmymove, ko tōna aro, ko te whai i ngā mahi hei mahi ngātahi mā ngā whānau, ā, kua hoahoatia a Push Play ki te whakatenatena, ki te whakaawe anō hoki i ngā Kiwi ki te korikori tinana.

I mihia te whakaterenga o te Disability Inclusion Fund i te Hēpetema 2021, e te ngākau whiwhita o te rāngai, he whakaata tēnei i te whakarahinga o ngā tūmanakotanga me ngā wawatatanga mō ngā tamariki me ngā rangatahi whaikaha. Ko te whainga o te tahua tonotono nei, ko te tuku i ngā arawātea kounga, tautika hoki ki ngā rangatahi whaikaha, ā, ki te whakakaha i te kītanga me te āheinga o te rāngai. E hikaka ana mātou kia kite i te kauneke o ngā kaupapa e 16 i whai pūtea i tēnei kaupapa puta noa i ngā 1-3 tau e haere ake nei.

Te tāmāu i te hanganga hou o Te Kāhui

I a mātou e uru ana ki te tau pūtea 2022/2023, kei te aro Te Kāhui o Ihi Aotearoa ki te tāmāutanga o te taura kua whakaaetia whai muri iho i te whakatewhatewhatanga motuhake i te hanga o tō mātou mana urungi, me tō mātou whakahaere. Ka wehewehe tonu ngā poari o tēnā o tēnā hinonga heoi mā te Tumu Whakahaere kotahi rāua tahi e whakahaere, ka tautoko tēnei i te whāomo me te ngāwari o ngā tikanga whakata. E pai ake ai hoki tā mātou whakamana i te mana o Te Tiriti o Waitangi, kua whakatūria te kāhui o Taumata Māori hei tautoko i ngā whakataurautaki e hāngai ana ki ngā herenga o Te Tiriti puta noa i a Ihi Aotearoa me HPSNZ. E hiahia ana mātou ki te mihi ki ngā whakahaere me ngā tāngata puta noa i te rāngai i whai wāhi mai ki ngā tatauranga me ngā rōpū aro mā te whakahoki kōrero mai.

E whakaputa painga ana ā mātou hōtaka ki ngā tamariki rangatahi

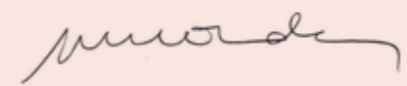
Putā noa i te 12 marama kua hori, i te haere tonutanga o tā ngā RST whakapāpā ki ō rātou hapori hei tāmāu i te Healthy Active Learning me Tū Manawa Active Aotearoa, kua tīmata tā mātou kite atu i ngā putanga pai kua hua ake i ēnei hōtaka mō ngā tamariki rangatahi, ka mutu ko te

hiranga o ngā tūranga e kawea ana e ngā RST ki roto i ō rātou hapori hei kaiārahi, hei kaituitui hononga anō hoki. Hei taura, e pūrongoatia ana e ngā kura koni atu i te 800 kua whai wāhi mai ki te Healthy Active Learning, kua nui kē atu te whānui o ngā arawātea korikori tinana mā ngā taura e kauawhi ana, ā, e whakaaro nui ana hoki ki te ahurea, waihoki kua nui kē atu te whakauruuru a ngā kaiako i ngā mahi korikori ki roto i ngā kaupapa ako rerekē o te marau. Mai i te tautokotanga o ngā mahi pūtere a ngā taura whaikaha tae noa ki ngā hōtaka hararei hākinakina ki roto i ngā hapori manuheke me ngā arawātea 'tukua te mahi' mō ngā rangatahi tamawāhine ki te tākaro whutupōro riki, he kaiwhakaāhehi hirahira a Tū Manawa Active Aotearoa mō Ihi Aotearoa me ōna hoa ki te tuku i ngā rautaki a tēnā, ā tēnā.

He ngākau rorotu mō te anamata

He nui ngā āhuatanga me whakanui ka tika puta noa i te rāngai. Kei te rongu, kei te kite hoki mātou i ngā kōrero autāia i ia rā mō ngā mahi rawe e whakatinanahia ana e ngā whakahaere me ngā tangata takitahi kia mau tonu te wairua korikori puta noa i te motu, ā, kei te mihi mātou ki ō mātou hoa, tā mātou taimahi kohara me ngā tūao mō rātou e tuku ana i ngā wheako korikori kounga, e tautoko ana hoki i ngā hapori puta noa i te motu.

E ngākau titikaha ana a Ihi Aotearoa me HPSNZ ki te ārahi i tētahi pūnaha e whakaawe ana, e whakahaumako ana hoki i te tākaro, te korikori ā-rēhia me te hākinakina waihoki ki te mahi tahi ki ngā whakahaere e puta ai he hua pai ki te oranga o ngā tāngata katoa o Aotearoa.



Bill Moran, MNZM

Heamana, Ihi Aotearoa me High Performance Sport NZ



Raewyn Lovett, ONZM

Heamana Tuarua, Ihi Aotearoa me High Performance Sport NZ



Raelene Castle, ONZM

Tumu Whakahaere, Te Kāhui o Ihi Aotearoa

From the Chair and Chief Executive of Sport NZ Group

The Sport New Zealand (Sport NZ) Group works within the play, active recreation and sport system to lift the physical activity levels of everyone in Aotearoa and support New Zealanders to excel on the world stage in a way that inspires us. If the last 24 or so months have taught us anything, it's that our role in contributing to positive wellbeing outcomes is more important than ever.

Committed to wellbeing and integrity

Sport NZ Group is committed to empowering and supporting individuals to reach their potential and enhancing their ability to thrive in their sporting and non-sporting lives. Following the conclusion of the High Performance Sport New Zealand (HPSNZ) and Cycling New Zealand independent inquiry into the wellbeing aspects of the high performance programme, our first step is to recognise and acknowledge the hurt and trauma people are still suffering. We accept the findings of the report and thank the panel for their work and those who took part in the inquiry. HPSNZ has released a 10-point action plan to address the recommendations related to either HPSNZ or the broader high performance system and we share everyone's desire to see improvements made to support current and next generation athletes.

This year the independent Integrity Working Group also concluded its work to identify and make recommendations on the most appropriate institutional arrangement to manage the various integrity elements across the sport and recreation system. In June the Minister for Sport and Recreation announced that a new independent integrity entity will be established, marking a significant step forward to protect and strengthen the integrity and participant safety and wellbeing in the sector.

Building a Te Tiriti o Waitangi-led organisation and bicultural future

Sport NZ Ihi Aotearoa (Sport NZ) was proud to release Te Pākē o Ihi Aotearoa, our new Māori Outcomes Framework, and Te Aho a Ihi Aotearoa, our Māori Activation Plan. Both documents are major milestones in our journey towards building a Te Tiriti-led organisation and bicultural future. To ensure we can really improve on the experiences of Māori, Sport NZ is focusing on strengthening current relationships and exploring new opportunities with Māori.

Attending and hosting pinnacle events

The past year has seen high performance sport return to a more regular schedule and there have been many moments to celebrate, despite the challenges presented by the COVID-19 pandemic. The New Zealand Team performed incredibly well at the Tokyo 2020 Olympic and Paralympic Games.¹ The Beijing Winter Olympic and Paralympic Games were no different, with New Zealand athletes winning a record number of medals in snow sports. And most recently, the Commonwealth Games in Birmingham were another excellent display of New Zealand's sporting talent and behaviour, with the Team bringing home a record 20 gold medals.

New Zealand also welcomed eight cricket teams for the ICC Women's Cricket World Cup 2022, the first of three women's world cups hosted or co-hosted here between 2022 and 2023. These events are a fantastic opportunity to showcase and grow women's sport at all levels. Through the Sport Recovery Fund, Sport NZ is proud to have supported upgrades to facilities at stadiums and training venues to provide gender neutral, fit-for-purpose, multi-sport amenities for players, referees and umpires.

COVID-19 has continued to impact the sector

A significant focus for the Sport NZ Group throughout 2021/22 has been on supporting the sector to manage the ongoing and often changeable measures in response to the COVID-19 pandemic. The sector has displayed considerable resilience while also continuing their day-to-day mahi of supporting and enabling New Zealanders to be active, and for our high performance athletes, to train and compete nationally and internationally.

COVID-19 has continued to pose challenges for the high performance sector. The launch of the new \$131 million Targeted Investment Framework in January provides certainty of funding to more sports and athletes through to 2024 and increases investment into specific wellbeing initiatives.

Understanding the effects of COVID-19 on people's participation habits continues to be a focus for Sport NZ. Surveying has identified increased inequities in the system, particularly for young Māori and Pasifika, young people from high deprivation areas, and for young men more than young women. These findings reinforce Sport NZ's focus on improving the quality and accessibility of physical activity opportunities for communities that are missing out.

New campaigns and funds to encourage physical activity

The launch of the #itsmymove campaign in February was a significant milestone in Sport NZ's Diversity and Inclusion programme. The campaign, which aims to help young women get and stay active their way, has been well received by the sector and young women.

In response to the effects of COVID-19 on people's physical activity levels, Sport NZ has reignited its Push Play campaign from the late 1990s. With a similar focus on activities whānau can do together, Push Play is designed to encourage and inspire Kiwis to get moving.

The launch of the \$3.6 million Disability Inclusion Fund in September 2021 received an enthusiastic response from the sector, a reflection of the increased aspirations for disabled tamariki and rangatahi. The contestable fund aims to provide quality and equitable participation opportunities for disabled young people, and to build capacity and capability in the sector. We look forward to seeing the 16 funded projects progress over the next 1-3 years.

Embedding the Group's new structure

As we move into 2022/23 Sport NZ Group is focused on embedding the approved model following the independent review into our governance and organisational structure. Separate Boards will continue for each entity, with a single CEO to serve both, which will support more streamlined and efficient decision-making. In a meaningful step forward to better deliver to the mana of Te Tiriti o Waitangi, Taumata Māori will be established to support strategic decision-making regarding Te Tiriti commitments across Sport NZ and HPSNZ. We wish to thank organisations and people from across the sector who participated in surveys and focus groups and gave their valuable feedback.

Our programmes are having an impact on tamariki and rangatahi

Over the past 12 months, Regional Sports Trusts have continued to engage with their communities to really embed Healthy Active Learning and Tū Manawa Active Aotearoa. We're now starting to see positive outcomes of these programmes for tamariki and rangatahi, as well as on the roles RSTs play in their communities as leaders and connectors. For example, the 800+ schools and kura engaged with Healthy Active Learning are reporting a greater range of physical activity opportunities for students that are inclusive and culturally responsive and more teachers are integrating physical activity into other

curriculum learning areas. From supporting rafting adventures for disabled students to sports-based holiday programmes in migrant communities and 'give it a go' opportunities for young women to play rugby league, Tū Manawa Active Aotearoa is a critical enabler for Sport NZ and our partners to deliver our respective strategies.

Optimism for the future

There is a lot to celebrate across the sector. We hear and see great stories every day about the awesome mahi being done by organisations and individuals to keep our nation active and we thank our partners, passionate workforce and volunteers who deliver quality physical activity experiences and support communities across the motu.

Sport NZ and HPSNZ are committed to leading an enriching and inspiring play, active recreation and sport system and working in partnership with organisations to make positive contributions to the wellbeing of everybody in Aotearoa.



Bill Moran, MNZM

Chair, Sport NZ and High Performance Sport NZ



Raewyn Lovett, ONZM

Deputy Chair, Sport NZ and HPSNZ



Raelene Castle, ONZM

Chief Executive, Sport NZ Group

¹ As is custom, we recognise the Olympic and Paralympic achievements in the annual report of the preceding financial year. For more information on Tokyo 2020 see Sport NZ Group's 2020/21 annual report.

Wāhanga Tahī
Section 1

Te Tāhua o te Kāhui o Ihi Aotearoa
About the Sport NZ Group



Image credit: Dave Lintott Photography

Te Tāhua o te Kāhui o Ihi Aotearoa

About the Sport NZ Group

Why

To contribute to the wellbeing of everybody in Aotearoa New Zealand by leading an enriching and inspiring play, active recreation and sport system.

Our vision

Sport NZ Ihi Aotearoa

**Every
Body
Active**

Our strategy

Improve activity levels of tamariki and rangatahi

Focus on those who are less active

Promote equitable access to physical activity

How we work

Direction setting:

Promoting physical activity in policy

Collaboration:

Working with partners

Insights:

Using research and evaluation to guide our work

Investment:

Funding for new and existing partners

Advocacy:

Promoting the benefits of being physically active

HPSNZ

**Inspiring
Performance
Every Day**

Identify and develop athletes and coaches

Support more athletes and more sports

Increase wellbeing and diversity

Partnerships:

To increase performance and sustainability

Support:

For athletes pre-, during- and post-high performance careers

Nationally and regionally:

To enhance performance environments

Innovation:

Drawing on NZ and global intelligence and research

Specialist services:

To support performance and wellbeing

Our network



We are committed to the principles of Te Tiriti o Waitangi, in particular:

- Sport NZ Ihi Aotearoa is committed to partnership with tangata whenua. We will through joint action, agree on a partnership approach and kaupapa that mutually benefit the partnership, to improve the wellbeing of tangata whenua and all New Zealanders.
- Sport NZ Ihi Aotearoa is committed to the active protection of Māori tikanga, te reo, taonga, and matauranga Māori. Through our partnerships and relationships with tangata whenua, we will support the realisation of tangata whenua tino rangatiratanga.
- Sport NZ Ihi Aotearoa is committed to equitable and accessible opportunities for tangata whenua and all New Zealanders. We value culturally distinctive pathways that enable tangata whenua and all New Zealanders to participate and succeed as themselves.

Funding

Crown per annum \$141m
Lottery Grants Board \$74m

Governance

- Crown entity boards
- Sport NZ
 - High Performance Sport NZ

Wāhanga Rua
Section 2

Ngā mahi i te 2021/22
Activity in 2021/22



Image credit: Photosport

Te Angitu o Aotearoa i te ātea o te ao whānui Aotearoa New Zealand success on the world stage

Beijing 2022 Olympic Winter Games

- 2 Gold medals
- 1 Silver medal
- 15 New Zealand athletes competed in 5 sports
- 17th on medal table and most successful Winter Olympics ever

Beijing 2022 Paralympic Winter Games

- 1 Gold medal
- 1 Silver medal
- 2 Bronze medals
- 3 Paralympians, including 1 debutante
- 15th on medal table

Image credit: Photosport

12



Birmingham 2022 Commonwealth Games

20 Gold medals

12 Silver medals

17 Bronze medals

5th on medal table

234 athletes competing in 19 sports and two Para sports

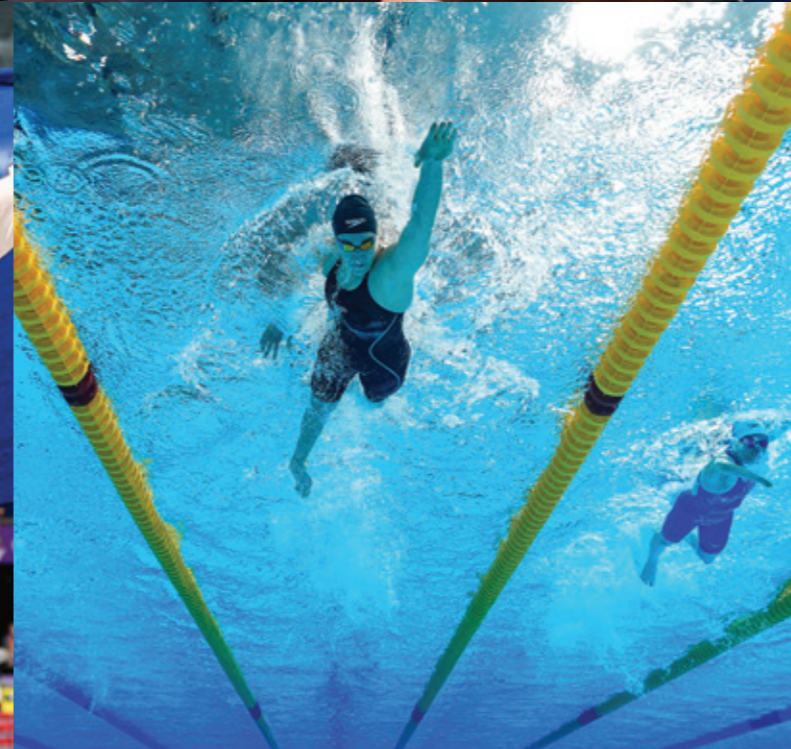


Image credit: Photosport

Ngā hōtaka tākaro, mātātoa, korikori ā-rēhia me te hākinakina

Play, active recreation and sport programmes

The Play Plan – Kia Hīanga, Healthy Active Learning and Tapuwaekura are critical programmes in our advocacy for the value of physical activity to improve physical and mental wellbeing, social connectedness and academic outcomes. Through Balance is Better and the Sport Development programme, we continue to champion and influence change in youth sport to ensure tamariki and rangatahi have good experiences and foster a life-long love of being active.

Play

In 2021/22 we finalised our Play Plan – Kia Hīanga, which sets out how we will advocate for, influence and lead change in play that is inclusive and equitable for all tamariki. Kia Hīanga is a bicultural plan, linking directly to the Sport NZ Outcomes Framework and Te Pākē o Ihi Aotearoa,² and aims to understand and reflect tangata whenua and tangata tiriti worldviews.

Collaborating with central and local government

Developing and strengthening the national play system from the whānau and community level, through to central government is a key focus for us. In order to achieve the aspirations of Kia Hīanga, we are identifying and growing relationships with new and current partners across central and local government. At a local level, we have continued to support Play Streets, which are small, resident-led, local events held on quiet neighbourhood streets with temporary vehicle restrictions. We're developing local government and community workshops and how-to guides for running these events.

Waka Kotahi NZ Transport Agency (Waka Kotahi) is an important partner for us here. We have contributed to the Waka Kotahi street design manual, a national publication to inform infrastructure build, and worked together on policy change for street closures.

Neighbourhood Play System Blueprint

The Neighbourhood Play System Blueprint is an approach to identify the barriers and accessibility to play in an 800m-1km radius around a school/kura and create a plan for change and improvement. Facilitated by Sport NZ, and led by community and school leaders working alongside the RST Play Lead, the aim is to raise awareness of the importance of play and involve tamariki and the wider community in the design and planning process.

Since the Neighbourhood Play System Blueprint was piloted in 2020, 23 neighbourhoods have started or completed reports with detailed plans for change and improvement. A further five projects are underway in South Auckland, with one centred around a neighbourhood's mosque and another at a special school. An example of the outcomes of the approach can be found in East Gore, where desk research, physical evaluation of the neighbourhood and community engagement identified safety and accessibility concerns, under-used public spaces and old and outdated equipment. As a result of the findings, Sport NZ has facilitated engagement with Waka Kotahi to better connect play spaces with improved crossings for walking and cycling across busy roads.

Sport NZ is currently considering how to scale this work so more Healthy Active Learning and Tapuwaekura schools and kura can improve opportunities for play within their neighbourhoods.

Tākaro Māori – Māori Play

In 2021 we ran a series of online and kānohi ki te kānohi (face-to-face) workshops across RSTs with He Oranga Poutama kaiwhakahaere, regional Play Leads and Healthy Active Learning regional leads, which focused on sharing resources and the practical application of tākaro Māori, as well as examples of Tū Manawa projects supporting play. There is enthusiasm and support across the sector to improve understanding of and create space for tākaro Māori.

For National Play Week last November, Sport NZ released a tākaro Māori video series, showcasing Māori champions of play and the real-life application of play for whānau Māori to demonstrate the value of play by, for, with and as Māori. The videos were a highlight of the Play Week social media campaign with a combined reach of 22.2 thousand and 0.98% active engagement rate, 20% higher than the Sport NZ average.

Healthy Active Learning

Healthy Active Learning is a joint government initiative between Sport NZ and the Ministries of Health and Education to improve the wellbeing of tamariki through healthy eating and drinking and quality physical activity. Increasingly, the initiative is becoming a vehicle to support the wider implementation of Sport NZ's priority programmes focused on improving outcomes for tamariki, such as Tū Manawa, In Our Backyard, the Disability Plan and Kia Hīanga.

In 2022 Phase Two of the initiative kicked off with Healthy Active Learning now being implemented across all regions of Aotearoa and we have exceeded our target of engaging 800 schools and kura. To support this expansion, 103 roles have been recruited by RSTs to work directly with schools and kura: 14 Regional Leads, 64 Advisors and 25 Community Connectors.

Healthy Active Learning has established strong connections into hard-to-reach communities that are of high strategic interest and relevance to Sport NZ. Evaluation of the initiative (the second of five evaluation reports was completed in June 2022) shows that Healthy Active Learning is positively impacting short-term project outcomes, however, it is too early to understand its impact on longer-term outcomes.

The evaluation has also identified areas that Sport NZ, RSTs and the Healthy Active Learning workforce will continue to consider, such as:

- ensure Te Ao Māori and Te Tiriti commitments are embedded
- ensure the healthy food and drink environment in schools and kura is supported.

Beyond the project outcomes, we can also see that the initiative is having an impact on the wider system. For example: at a regional level we're seeing improved collaboration between key regional agencies like RSTs, District Health Boards and Regional Education Offices; improved RST capacity to work with schools and communities; and improved strategic alignment across different physical activity providers. At a national level, we're noticing greater understanding of Sport NZ and the wider sector's value proposition, specifically to education.

Examples of impact on short-term outcomes

School culture

- Increased number of schools that have physical activity visible in their school charters and strategic or annual plans
- Increased number of schools that have plans focused on Health and PE (HPE), physical activity and sport.

Physical activity opportunities

Surveying in year 1 and 2 shows an increasing number of Healthy Active Learning teachers agreeing with the following statements:

- creative play is encouraged at lunchtime
- quality sporting opportunities are provided that meet the needs of all students
- the school/kura ensures that all physical activity experiences are suitable and meet the needs of all students.

Teaching practice

- More Healthy Active Learning school teachers than non-Healthy Active Learning school teachers agree they plan PE lessons to match students' individual needs.
- More Healthy Active Learning school teachers agree they use physical activity to support teaching and learning in a range of curriculum areas.
- More teachers in Healthy Active Learning schools are confident in drawing on students' cultural backgrounds and life experiences to support their PE learning.

Community

- Healthy Active Learning schools are working more effectively with community agencies to offer quality physical activity opportunities.

² Te Pākē o Ihi Aotearoa is the Sport NZ Māori Outcomes Framework that sets out the direction and presents the long-term outcomes every team at Ihi Aotearoa has a responsibility to drive forward. Find out more on page 24.

Tapuwaekura

Running parallel to Healthy Active Learning, Tapuwaekura is a kaupapa Māori approach that supports kura and kaiako (teachers) to connect tamariki to te taiao (the environment) for better health and wellbeing outcomes. Grounded in Te Ao Māori through whakapapa and mātauranga Māori, Tapuwaekura is underpinned by the Atua Matua Framework (Māori Health and Wellbeing Framework).

Led by Sport NZ, in partnership with Ngā Pākura and supported by the Ministry of Education, Tapuwaekura has been in pilot phase since March 2020 and is currently supporting 20 kura (Māori Medium levels 1-2) across six regions of Aotearoa. Ongoing programme evaluation shows the Atua Matua approach is valued for its ability to strengthen te reo and tikanga and re-indigenise thinking. However, continued support and engagement is required to embed tapuwaekura.

Active Recreation

Active recreation is a relatively new area of focus for Sport NZ and we're continuing to develop our knowledge and thinking alongside the sector, but it's clear from our research that young people are increasingly interested in informal physical activity.

After developing in early 2021/22 Sport NZ's Active Recreation for Rangatahi Plan, our focus in the past year has been on establishing the foundations and exploring current active recreation initiatives, capability and capacity across the sector.

Supporting better understanding of and engagement with rangatahi

We've partnered with Ara Taiohi, the peak body for youth development in Aotearoa to use their 'Mana Taiohi' principles. This framework acknowledges the mana that young people carry and shows how taking a youth development approach when working with young people can enhance their mana. We've so far supported 13 of the 14 RSTs to engage in Mana Taiohi training workshops, reaching a total of 261 attendees over 20 trainings. The aim of the workshops is to improve Sport NZ and our partners' ability to understand and respond to the needs of rangatahi in order to deliver a broader range of activities and shift towards active recreation as a vehicle for youth development.

³ A framework to help play, active recreation and sport providers consider how they might design or adapt activities to be culturally responsive to Māori.

Story of impact: Active Southland

After completing Mana Taiohi training, Active Southland reports the principles are changing the way they work with some of their partner organisations, particularly those who support young people who do not have equitable access to quality physical activity opportunities. The principles have been incorporated into Active Southland's Rangatahi Coach Engage programme, which works with coaches of young people in a sport setting. Active Southland is also working with 13 to 14 year olds at Southland Boys High School by engaging them in active recreation as a tool to address behavioural issues in the classroom. The initiative takes a mana-enhancing approach and also aims to align the school's values with the Mana Taiohi principles.



Investment and resources to support sector capacity and capability

Sport NZ is investing an additional \$3.6 million into active recreation during the current strategic period, which is partially or fully funding new active recreation roles within RSTs. Currently, there are just over 30 people within the RST active recreation network and we connect regularly as we grow the sector's capacity and capability to deliver quality active recreation experiences for rangatahi.

Sport NZ is working closely with Recreation Aotearoa who are administering the \$500,000 per annum Outdoor Activity Fund to support activities and programmes that engage rangatahi in nature. The process for assessing applications has been designed to incorporate youth voice and use Te Whetū Rehua³ to evaluate active recreation opportunities for rangatahi Māori. Non-Māori and tangata whenua panels, each with rangatahi representation, assess applications before coming together to confirm funding decisions. Recreation Aotearoa received more than 80 applications, evenly split across the kaupapa Māori and non-Māori panels. Twenty-five organisations received funding towards their projects, which are getting underway in early 2022/23.

Sport Development

A major focus for Sport NZ is ensuring young people develop a life-long love of sport and recreation and continue participation into adult years. Research shows that teenage participation in sport is declining for multiple reasons, including the professionalism of sport at all levels from an increasingly younger age.

Drawing on best practice, sector evidence and wide consultation, Sport NZ is working with the sports sector to lead the Balance is Better philosophy, which underpins Sport NZ's overall approach to youth sport (12-18), focusing on maximising participation and skill development. Despite the challenges COVID-19 has presented for sports, it is encouraging to see the momentum and reach of the Balance is Better messages and resources through the Balance is Better website, with new users up 37% in the 2021/22 year and page views up by 15%.

A significant focus for Sport NZ is the ongoing provision of advice and guidance to support sector partners with their initiatives and ensure funding is having an impact. Highlights within our priority areas in 2021/22 include:

Coaching

Beginning in February 2021, Sport NZ's two-year Coaching for Impact pilot programme has continued to focus on supporting and connecting the 60 youth coaches from around the country to deepen their knowledge of coaching and working with young people. Formal assessment of the pilot will get underway at the end of 2022, but we are already receiving stories of change from coaches. For example:

- Drawing on Te Whare Tapa Whā model of holistic wellbeing, coaches are forming a deeper understanding of rangatahi and how to respond to their needs.
- Understanding the role of community and whānau in supporting young people to participate has strengthened the relationships coaches have with their communities.
- Learning more about the development of the teenage brain has prompted coaches to revisit how they teach skills.

In 2021/22 Sport NZ launched a Coaching for Impact pilot with Selwyn Sports Trust to deliver a 14-month locally-led version of the programme for 20 coaches of rangatahi within the Selwyn District. In the first few months of the programme, we can see locally-led is delivering several advantages, such as lower operational costs and greater opportunities for participants to connect and build relationships, especially between mentor and mentee. Reporting on the programme is expected at the end of the 2022/23.



Participation and development opportunities

The Balance is Better philosophy is the basis for challenging and improving the participation and development opportunities provided by partners. We are working with 15 sports that have committed to implementing Balance is Better at a national, regional and local level to support positive sport experiences for rangatahi. Examples of the changes made so far, include groups of regional sports organisations coming together to align season dates so young people, whānau, coaches and officials have a sufficient rest between seasons. Three other collaborative projects across the 15 sports are underway.

Sport NZ also played a role in supporting the sector to follow the COVID-19 Protection Framework and promote a positive return to sport as COVID-19 measures were lifted. We hosted a series of webinars for coaches and youth sport personnel focused on child safeguarding, running trial and selection processes, coaching young women and the role parents play in helping young people enjoy sport.

Through the annual Voice of Participant surveys, we're seeing good progress towards our key outcomes, for example of the 12 to 18 year old respondents:

- 74% are very or extremely satisfied with the quality of coach or instructor, up from 53% in 2016.
- 73% are very or extremely satisfied their club is fair and provides equal opportunities for all participants, up from 54% in 2016.
- 90% agree or strongly agree their club provides a supportive and encouraging environment, up from 84% in 2016.

Parents

The Good Sports® programme is a key component of our approach to enable parents and whānau to positively influence youth sport experiences. Closely aligned to Balance is Better, Good Sports® has been rolled out nationally over the past two years and by the end of 2021/22, 12 national and 39 regional organisations are integrating Good Sports® into their mahi with parents and whānau.

Examples of Good Sports® being adopted:

- Sport Hawke's Bay worked with the Hawke's Bay Sports Coalition representing hockey, football, rugby, basketball, cricket and netball to support them to deliver Good Sports® in a way that meets the needs of the individual sport.
- Canterbury Golf has incorporated Good Sports® into its Futures programme, which aims to inspire a life-long love of golf. The on-boarding process for the programme outlines the role parents can play in creating positive experiences for young people.

Supporting higher deprivation communities

Working alongside organisations with similar goals, we are implementing and trialling new initiatives to reach a diverse range of communities. Individual evaluation programmes throughout 2021/22 are helping us to identify what's working well in these new approaches, as well as areas for improvement.

Individual Hardship Funds

In March 2021, Sport NZ launched two pilot funds to support tamariki and rangatahi who are experiencing financial hardship and missing out on physical activity opportunities: Active Me - Kia Tū in partnership with Variety NZ and Te Kīwai in partnership with Te Pūtahitanga o Te Waipounamu.

The funds provide up to \$300 per child per year for two years to help pay for new equipment, registration fees, shoes or uniforms, and other costs that could be a barrier to being physically active.

Separate evaluations conducted on the first year of the funds both show the financial barrier to participation was significantly reduced, with parents and caregivers also reporting their tamariki and rangatahi experienced direct benefits of increased participation in physical activity, such as skills development, increased confidence and independence and improved socialisation. Parents and caregivers also reported reduced financial stress and increased whānau cohesion.

Further findings from the individual evaluation:

Active Me - Kia Tū

The evaluation identified key lessons and areas for ongoing consideration, such as:

- the fund does not need to have such a strong focus on changing attitudes to physical activity as surveying shows that parents and caregivers already have a strong appreciation of the importance of physical activity.
- non-financial barriers to physical activity are still present, such as access to transport.
- engaging with new partners outside of the traditional physical activity sector is enabling us to target activation funds more explicitly.

Active Me - Kia Tū was also evaluated using a social return on investment approach, which shows the fund is generating positive social value. For every \$1 we invest in the fund we generate \$1.85 of social value.⁴

Te Kīwai

The evaluation found that:

- supporting Māori clubs and teams enables tamariki and rangatahi to participate 'as Māori'. The funding contributed to increased player numbers and enabled teams to attend national Māori sporting events.
- there are opportunities to improve the application, approval and purchase/payment processes.

Story of impact: Netball New Zealand

Since joining the Balance is Better movement in 2019, Netball New Zealand has continued to implement changes at a national level, but also regional and local netball organisations are empowered to make their own changes to improve the participant experience. Voice of Participant data and insights have helped inform these changes. For example, competition structures have changed, with some regions running shorter seasons or increasing the number of players allowed on a team to reduce the likelihood of teams having to default due to COVID-19 and other illnesses. Other regions have loosened uniform restrictions and piloted a new youth development programme that focuses on skills development rather than early specialisation.

At a national level, Netball New Zealand has established a youth Balance is Better committee who is working with netball zones across the country to ensure more young people are engaged in the design and delivery of netball programmes.



Key results and outcomes

Active Me - Kia Tū

3362

claims from 3979 eligible young people

85.5%

of year 1 fund distributed

87%

report significantly reduced financial barrier

98%

agree tamariki and rangatahi felt more included

Te Kīwai

3170

applications received

1833

applications approved

92%

of recipients were Māori

90%

strongly agree tamariki learnt new skills

⁴ This figure has been adjusted in line with best practice to account for what would have occurred in the absence of the programme, considering the relative levels of deprivation in the areas where the programme operates.

Tū Manawa Active Aotearoa

As part of our COVID-19 recovery efforts, we established the Tū Manawa Active Aotearoa Fund in August 2020 to support programmes or projects delivering play, active recreation and sport experiences for tamariki and rangatahi. The fund is designed to support groups that are less active, including girls and young women, disabled people and those living in higher deprivation communities. The \$16m per annum fund is managed by RSTs and designed to support a wide range of activities and quality experiences.

Overall, we can see that demand for Tū Manawa is high. Since launching, the fund has received 4555 applications seeking more than \$93 million. Regular reporting from RSTs shows a diverse range of organisations and priority groups are receiving funding, for example \$9 million has gone towards projects and initiatives aimed at young women and girls aged 19-24 years and in year two alone, \$13.6 million has impacted young people in higher deprivation communities.

In 2021/22 Sport NZ received the first of four annual evaluation reports, which found:

- the fund is performing adequately against the overall criteria with some areas of good practice
- there is a good deal of variation across RSTs and it is important we continue to interconnect them and support good practice
- we should consider the administrative requirements on RSTs and support RSTs to strengthen data collection methods
- additional support is needed to increase the proportion of applications targeting tamariki and rangatahi through the kaupapa Māori pathway. This includes clarifying how Te Whetū Rehua can support the work of RSTs.

Te Pou o Te Whare

Te Pou o Te Whare is a collaboration project between Oranga Tamariki, Sport NZ, Ministry of Health, Sport Canterbury, and other organisations to support the wellbeing of tamariki and rangatahi in the care of Oranga Tamariki in Canterbury. Through the programme, young people are paired with a mentor who uses physical activity to support their motivation, confidence and ability to build relationships. A 2021/22 evaluation has highlighted the positive changes that have occurred as a result of the mentoring:

- increased confidence and self esteem
- improved access to physical activity
- respite for whānau
- greater connection and sense of belonging
- more positive interactions at home and school

In 2022/23 the initiative is set to expand to other regions in Aotearoa New Zealand, beginning in Tai Tokerau Northland.

Examples of projects and initiatives funded through Tū Manawa:

Healthy Active Learning school supports play at home through Tū Manawa funding

For St James School, a Healthy Active Learning school in Christchurch, providing physical activity opportunities for tamariki during the school day can be a challenge. Transport costs are high and it can be difficult for the community to support inter-school events.

So, the school partnered with Sport Canterbury's SportStart home initiative to provide play and sporting equipment to support students to be active with whānau and friends after school.

St James School trialled the initiative in 2021 and for Play Week Aotearoa in November last year, they worked with Sport Canterbury to create more ideas and equipment for tamariki to use at home.

The school applied for Tū Manawa funding to purchase more equipment and with this financial support was able to provide take-home kits to all 110+ students. Student feedback shows the equipment is being well used and supplemented with additional household items, such as rubbish bins or buckets for targets.

Supporting community connections through kai, the whenua and whānau in Northland

Healthy Families Far North created a working group with local whānau in Whangaroa to co-design a space that would support the community to create a sustainable kai system for future generations. They also wanted to be able to support parents, caregivers and kaumatua to connect with each other and tamariki through kai and the whenua.

The group secured Tū Manawa funding to develop a space where tamariki and whānau can create healthy relationships with fresh kai through play. An edible play space with areas for potting, planting, weeding and building would also support tamariki to be curious about te taiao and explore a mara kai (garden to plate) in a safe environment.

Whānau is at the core of this kaupapa and the project will also involve collaboration with other organisations, such as the Far North District Council, which has returned some whenua for the play space, and the Department of Corrections, which will provide people to engage with this mana-enhancing mahi.

Girls trying more new activities through Boost programme

The Boost programme run by the Tania Dalton Foundation offers year 7 and 8 girls the opportunity to try a range of physical activities over three days during the school holidays.

Boost includes activities such as dance, CrossFit, boxing, spin classes, Zumba, bike riding and whenever possible, a Paralympic sport like wheelchair rugby.

Since the programme began in 2020, 400 girls from 51 schools have been involved.

Tū Manawa funding through the RST network enabled nine Boost programmes in four regions to take place in 2021. Most girls find an activity they enjoy and the foundation then helps them into their chosen activity.

Programme managers report that the positive girls-only, non-judgmental environment empowers participants to try new activities.

Young people with Down syndrome learn to swim in Taranaki

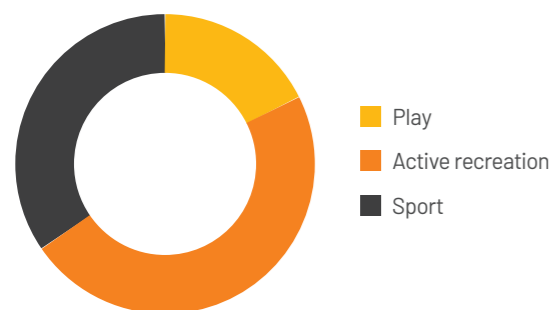
Fulton Swim School in New Plymouth recognised a need within their community to provide a safe and inclusive environment for people to learn to swim or gain further confidence in the water.

Through Sport Taranaki, the swim school secured Tū Manawa funding to provide young people with Down syndrome 20 weeks of swim lessons. Held in the swim school's private facility, the lessons were tailored according to ability in and around the water.

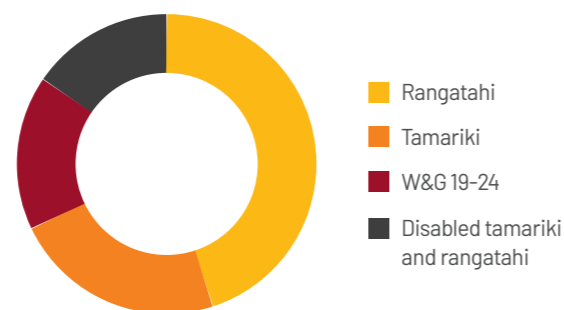
As well as providing opportunities to be active and learn new skills, the programme has helped participants form new social connections and friendships.

Feedback from the participants and their parents has been very positive, with some of the swimmers getting together to continue with private lessons.

Tū Manawa approved applications by domain Aug 20-June 22



Applications approved by priority group Aug 20-June 22



Note: applications can support more than one priority group.

He whakamana i te Tiriti o Waitangi Giving effect to Te Tiriti o Waitangi

Sport NZ Ihi Aotearoa aspires to be a Te Tiriti-led organisation and is committed to a bicultural future. In 2021/22 we have continued to take strides towards this future through play, active recreation and sport initiatives to support Māori participation. The outcomes of the governance and organisational review process also mark a significant milestone in our bicultural journey.

Taumata Māori

An outcome of the Governance and Organisational Review is the establishment of Taumata Māori to support strategic decision-making and investment in relation to Te Tiriti o Waitangi commitments to both the Sport NZ and HPSNZ boards. This is a meaningful step forward to better deliver to the mana of Te Tiriti and provides greater organisational accountability in honouring Te Tiriti o Waitangi. Appointment processes are underway.

Te Pākē o Ihi Aotearoa and Te Aho a Ihi Aotearoa

In March 2022 Sport NZ released Te Pākē o Ihi Aotearoa, the Māori Outcomes Framework, and Te Aho a Ihi Aotearoa, the Māori Activation Plan. The launch of these documents marked a major milestone in our journey towards building a Te Tiriti-led organisation and bicultural future.

Te Pākē carries the same status as the Sport NZ Outcomes Framework in the spirit of mana ōrite (partnership). It sets the direction and presents the long-term outcomes every team at Sport NZ has a responsibility to drive forward. Te Aho, which incorporates the Kaupapa Māori Response Plan, identifies key strategic priorities that will enable the exploration of new relationships with Māori, as well as the strengthening of current partnerships. This plan aims to:

- increase Māori in leadership and management roles across the sector
- deliver more bicultural pathways and pathways that are culturally appropriate to Māori
- identify internal and sector inequities and plans to address them
- facilitate access for Māori organisations to support so they can develop and strengthen their infrastructure
- develop new relationships with Māori as well as strengthen current partnerships
- develop a plan to support sector cultural capability.

Te Pākē and Te Aho will be implemented from 1 July 2022.

COVID-19 Kaupapa Māori Response Plan

In 2020 Sport NZ developed and initiated its Kaupapa Māori Plan in response to the impact of the COVID-19 pandemic on Māori. There were four initiatives within the plan that aimed to support the re-engagement of whānau, hapū, iwi, Māori in physical activity as Māori, develop new partnerships with Māori organisations and increase Māori participation. In 2021/22 we have achieved milestones in all four initiative areas:

Te Huinga Tākaro o Aotearoa - Māori National Sport Organisation collective

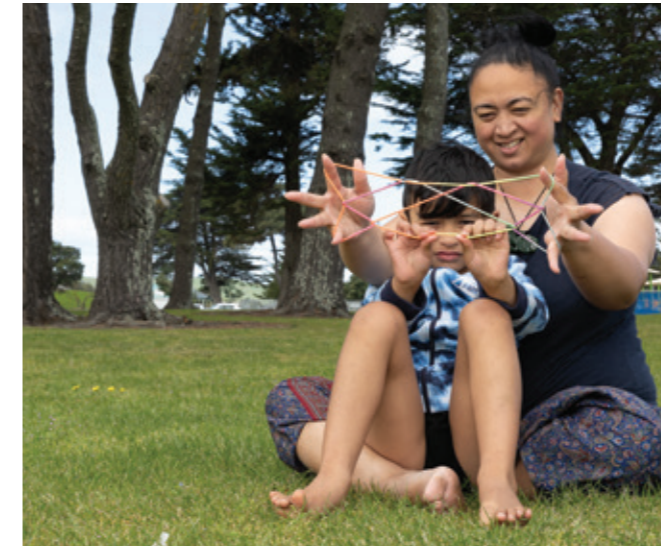
Building on work already undertaken by representatives of Māori National Sport Organisations (NSOs), a working roopu (group) was set up in 2020 to establish a legal entity for a National Māori Sport Collective and to co-design a Te Tiriti-led partnership with Sport NZ.

In 2021/22 the roopu has developed a constitution and a strategic plan and identified its three-year priorities. Twelve Māori NSOs have signed the constitution, establishing Te Huinga Tākaro o Aotearoa as an incorporated society to support the capacity and capability of Māori NSOs and ensure there is a strong Māori voice in the sport sector. By partnering with Te Huinga Tākaro, Sport NZ enables a culturally distinctive pathway that is by Māori and for Māori and also invests directly into strengthening the cultural identity, connection and vitality of tangata whenua to enable tangata whenua to participate and succeed as themselves.

Te Ihi Fund

The fund aims to increase Māori participation by partnering with Māori organisations who are implementing culturally distinctive pathways for whānau, hapū, iwi, Māori. Te Whare Tū Taua o Aotearoa (the international school of Māori weaponry) is the first of three organisations to receive investment through the fund, to a total of \$267,000 split over three years.

Te Whare Tū Taua o Aotearoa offers the ancient art of mau rākau as an innovative programme in physical fitness, Māori history, Māori atua, whakapapa, confidence, leadership skills, self-discipline, respect and all uses of the taiaha. Te Ihi Fund will support Te Whare Tū Taua to deliver quality training of its curriculum nationally. Te Whetū Rehua, a framework based on five key values important for Māori cultural and social development, will be used as an evaluation tool, with the first progress reports expected in 2022/23.



He Oranga Poutama expansion

In 2021/22 Sport NZ expanded its longstanding kaupapa Māori wellbeing programme, He Oranga Poutama, into four new takiwā (regions) with a national increase in annual investment from \$1.78 million to \$3.38 million. To deliver into the new takiwā, innovative new partnership models have formed between iwi and RSTs to work together to achieve Māori outcomes. Combined, there are now 12 He Oranga Poutama providers.

COVID-19 response measures continue to have an impact on He Oranga Poutama providers. As Māori organisations, whose kaupapa is often much broader than physical activity, they are part of the broader support network for their communities. Sport NZ and He Oranga Poutama providers have found new opportunities to create and deliver physical activity opportunities in the past year. For example, providers have reflected on the contributions they make to te taiao (the environment) and are articulating the significance and stories of the whenua. In pursuit of mātauranga Māori, physical activity is often an incidental outcome through activities such as hiko or restoration efforts. This discussion has led to further engagements with local government and created opportunities for He Oranga Poutama providers to contribute to or lead environmental kaupapa that supports their communities to be physically active.

Te Whetū Rehua remains an important tool in planning and reporting on events and initiatives delivered through He Oranga Poutama, as well as growing the capability of Māori and non-Māori partners. We are focused on building our expertise in Māori evaluation methods so we can continue to learn and better understand how we are achieving our outcomes.



MaraeFit

MaraeFit Aotearoa is a digital app loaded with activities and events that provides opportunities for sport and recreation organisations, whānau, hapū, iwi and marae to increase their physical activities and capability in an 'as Māori' context. First developed in 2014 by a He Oranga Poutama provider in the Hawke's Bay, Sport NZ has developed the initiative ahead of a nationwide launch later in 2022.

MaraeFit has been the catalyst for Sport NZ to develop a Māori data framework, Te Pā Harakeke. This sets out how we govern Maraefit data in a way that entrenches Tikanga Māori, strengthens the relationship between whānau and their data, as well as between whānau and Sport NZ.

The Maraefit app allows He Oranga Poutama kaiwhakahaere to continue to deliver their mahi, with improved reporting and new ways of engaging with their community.

Building internal cultural capability

Tū Te Ihi is our Māori Cultural Capability Programme specifically designed for Sport NZ and consists of four wāhanga (modules), each consisting of four learning outcomes, which together form a Māori cultural capability baseline for Sport NZ.

Tū Te Ihi is embedded as part of the Sport NZ induction programme, which all new staff are expected to attend and complete.

Since the programme began in 2019, 94% of staff have completed Tū Te Ihi.

He Ara Hākinakina Performance Pathways

The anchor point of the HPSNZ strategy, we are focused on enhancing the performance pathways for pre-high performance athletes and emerging coaches through an accessible national performance network for the development of future talent, while also providing elite athletes and coaches with the support they need to excel.

Regional Pathways Pilot

This year we initiated a pilot programme, beginning in Canterbury, to reconnect with regions across New Zealand to provide promising athletes and coaches the support they need, closer to home. Under the pilot, a Performance Pathway Regional Lead is appointed who is focused on connecting NSOs to the regions and connecting with young athletes, their parents and coaches to better understand their needs, in order to tailor the right type of support at the right time. Specialist support from HPSNZ teams is available to athletes and coaches, for example, performance life coaching, strength and conditioning and coach educator programmes.

In Canterbury, the pilot has created an integrated programme across different sport codes, which is reaching 12 coaches and around 60 athletes at the pre-high performance stage, including athletes and coaches in aspirational sports, such as softball and boxing. For example, three boxing athletes, who previously wouldn't have engaged with HPSNZ and wouldn't have known what support is available, are being connected to performance support.

With the pilot confirmed as an ongoing programme, other regional performance programmes have been implemented in Wellington, Dunedin and Southland, with the expectation that the programme will be available in all regions across New Zealand by the end of 2023.

Core Knowledge Coach Education

Following engagement with NSOs, which identified inconsistent offerings and a fragmented approach to coach development, HPSNZ piloted its Core Knowledge Coach Education programme in 2021. The programme aims to support NSOs to develop coaches in the early stages of their high performance pathway careers by focusing on critical skills and knowledge, as well as the holistic support athletes need to be successful.

Seventy coaches, including 40% female coaches, from 10 NSOs were involved in the 2021 pilot to co-design the programme. Feedback shows one of the greatest benefits for participants is the opportunity for cross-sport learning in the group sessions. In 2022, 196 coaches from 25 NSOs registered for the programme.

Core Knowledge supports regional coach education in collaboration with the regional performance pathways team to identify, recruit and develop coaches.

Innovation and research

Our innovation and research team find ways to bridge gaps and gain performance advantage. Working in collaboration with athletes, coaches and NSOs, the team implements innovative solutions, products and technology to increase New Zealand athletes' chances of success. Focus areas include materials and composites science, analytics and data feedback, health and wellbeing interventions, and injury prevention and training enhancement.

In the lead up to the Beijing Winter Olympic and Paralympic Games, the innovation and research teams worked with athletes and coaches on a variety of projects, for example:

- Wearable trackers for slope-style and big air athletes, which provides data and information on landings, number of rails and jumps, and the axis of turns. This enables the athletes and coaching teams to monitor and adjust aspects of training to improve performance, as well as ensure wellbeing is safeguarded by monitoring the load on athletes on the slopes and in the gym.
- Maximising aerodynamics to create the ideal sit-ski for double Paralympic Winter Games medallist, Corey Peters. By changing the leg cover to redirect the air along the side of the sit-ski and reducing the drag at the rear of the sit-ski, the team has been able to reduce drag by 10%, allowing Corey to go faster.
- Creating a realistic course in virtual reality (VR) of the slopes that athletes would experience in Beijing. With only one inspection of the course allowed before the events, and following significant challenges in accessing competition and training environments due to COVID-19, the VR allows the athletes to increase their familiarity with the course before the event.

In 2022 HPSNZ has also established six teams made up of internal and external capability to identify gaps in knowledge and develop performance research to fill them. The teams are covering the following areas:

- physical training and preparation – energy, power, strength and endurance (methods and interventions)
- equipment – materials science, aero-hydrodynamics, data loggers and bespoke solutions
- Playing the Game – strategy, tactics and skills (analysis and coaching)
- Women in Sport – health, wellbeing and performance of female athletes and coaches
- wellbeing – monitoring wellbeing and efficacy of interventions
- training and competition environments – maximising the impact of training and delivering on-the-day performance.

In early 2022/23 a tender process will get underway with sector partners and academia to conduct the research and evaluate the learnings.

Ngā pānga o KOWHEORI-19 ki te rāngai Impact of COVID-19 on the sector

The effects of the COVID-19 pandemic continued to be felt across the sector during 2021/22 as organisations faced operational and financial challenges in supporting and enabling New Zealanders to be active and ensuring high performance athletes can continue to train and compete nationally and internationally. Sport NZ continued to manage the Sport Recovery Fund, as well as build our understanding of how COVID-19 has affected participation in physical activity.

Sport Recovery Fund

During 2021/22, the second year of the Government's \$264.6 million four-year Sport Recovery Fund, Sport NZ has continued to allocate the investment according to the three outcomes areas: Reset and Rebuild; Strengthen and Adapt; Different and Better. At 30 June 2022, \$251.75 million of the fund had been allocated. With several of the programmes and initiatives entering their second year of implementation, we are completing interim or initial evaluations of specific programmes and are beginning to understand the efficacy of implementation, as well as the impact of the investment.

Across the programmes supported through the Sport Recovery Fund, progress and key actions in 2021/22 include:

Alert Level Contingency Fund

Further support was made available for clubs, outdoor education providers and regional bodies across Auckland that were financially impacted by the extended period of lockdown from August 2021. Funding also supported additional costs for the ICC Women's Cricket World Cup 2022 due to changes in MIQ requirements and subsidised rapid antigen tests for NSOs.

National Partner Strengthen and Adapt programme

We are investing \$30 million in national sport and recreation organisations to help them recover and operate successfully after the impact of COVID-19. The selected partners receive expert guidance for research, planning and to implement



projects. Twenty-one partners are currently participating in the programme with eight more expected to be confirmed for funding in 2022/23. Examples of projects include:

- Swimming New Zealand is forming a national collective with other aquatic sports such as Diving New Zealand, New Zealand Water Polo, and Artistic Swimming New Zealand to improve efficiency in delivering safe water experiences for New Zealanders.
- Golf New Zealand is partnering with its 14 District Associations, NZ Māori Golf and the Professional Golfers Association of New Zealand to pool resources and bring the golf workforce together under one strategy.
- Paralympics New Zealand is developing a plan to assess how improved national and regional collaboration can lead to better operating approaches and delivery of shared projects that strengthen Para sport outcomes.

World Cup facilities

Sport NZ has so far contributed more than \$10 million through the Sport Recovery Fund to upgrade facilities for the world cup events New Zealand is hosting or co-hosting between 2022 and 2023. Facilities at seven venues around New Zealand were upgraded ahead of the Cricket World Cup in March–April and all venues for the Rugby World Cup later in 2022 are either completed or on track for completion by September. Scoping the upgrades required for the FIFA World Cup also got underway in 2021/22.

Women in Football

As New Zealand prepares to co-host the FIFA Women's Football World Cup, we have contributed \$3.5 million to support the building of resources, expertise, and revenue for a self-sustaining high-performance programme for women's football. The funding has supported the Women's Phoenix Team to participate in the Australian W-League, international fixtures against Australia and relocation of Football Ferns coach to New Zealand.

Sport Diplomacy

A two-year pilot project kicked off in 2021/22 to use our sport assets and events to develop and maintain international influence and relations, which contribute to economic growth and stronger social outcomes. Sport NZ is working closely with other agencies on major event prospecting and planning.

Athlete wellbeing

Additional medical and mental wellbeing support was provided to non-supported NSOs and non-carded athletes in the lead up to, during and after major pinnacle events. This included 24/7 support while athletes were in MIQ upon their return from the Tokyo 2020 Games.

Tū Manawa Active Aotearoa⁵

Since this \$68 million four-year fund launched in August 2020, 4555 applications for funding have been received with 2554 approved. So far, \$26 million has been paid to community-based projects that are delivering quality physical activity opportunities to tamariki and rangatahi. The first annual evaluation was completed in 2021/22 and indicates adequate ratings against the overall criteria with some areas of good practice identified. See page 22 for more information on Tū Manawa.

Individual Financial Hardship funds

Sport NZ has partnered with two agencies to provide direct financial support for tamariki and rangatahi who are missing out on physical activity opportunities due to financial hardship. An interim evaluation report was completed on the partnership with Variety NZ and the Active Me - Kia Tū fund, which in its first 10 months approved 3200 applications totalling \$765,000. The evaluation finds a direct channel to young people is effective, with young people and whānau commenting on improved emotional and mental wellbeing and reduced parental stress.

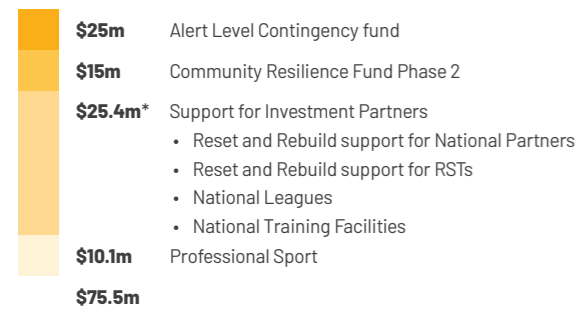
Recovery Package

Total recovery spend as at 30 June 2022 showing alignment to recovery outcomes and as a proportion of the total budget.

Committed to date: \$251.7m (June 2022)

Reset and Rebuild

Short term support to help sport and recreation organisations get through initial impact of COVID-19.



Different and Better

Reimagining the future. New approaches, ideas, technologies for improved wellbeing through play, active recreation and sport.



* Contributes to Reset and Rebuild and Strengthen and Adapt outcomes
 ** Projects that receive funding may contribute to all three outcomes
 ***Funding committed; not yet announced

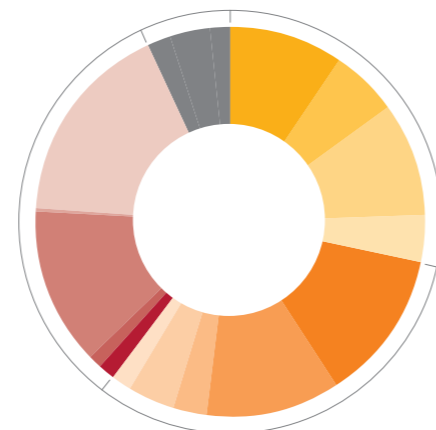
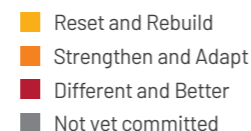
Strengthen and Adapt

Support to help the sector rebuild in medium term and make changes to operate successfully post-pandemic.

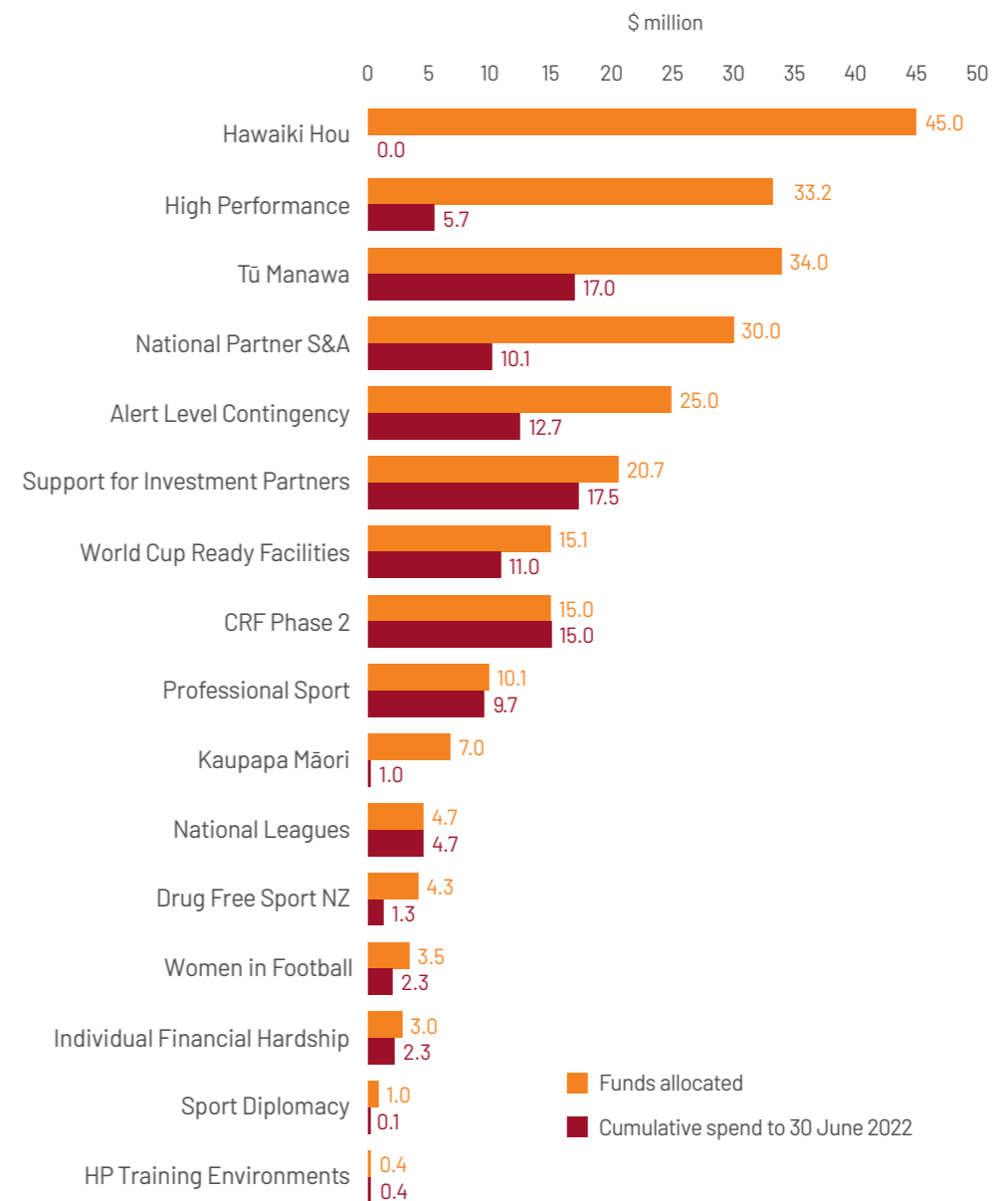


Not yet committed

\$12.9m



Sport Recovery Fund Allocations and Cumulative Spend



⁵ Half of Tū Manawa funding comes from the Sport Recovery Fund, with the remaining half covered by existing Sport NZ baselines.

Changes in participation

Through Active NZ surveys in 2019 and 2021, Sport NZ has identified changes in the ways people are participating, the types of sports and activities people are doing, as well as barriers to participation. It's clear that COVID-19 has altered participation levels and preferences, however, these changes are more pronounced in some demographic groups than others.

Key findings:

Young people (5 to 17 years old)

- After a period of stability, the percentage of young people being physically active each week decreased between 2019 and 2021 and the average number of sports and activities participated in was lower in 2021 than in previous years⁶.
- However, the average time spent being physically active increased between 2019 and 2021. This was not consistent, with average time spent increasing among some demographic subgroups and decreasing among others.
- Organised participation decreased between 2019 and 2021 across all demographic groups but has more negatively affected male participation than female. These changes were more pronounced in the Auckland region due to the extended periods of lockdown.
- Weekly informal participation remained comparable with 2019 levels.
- The decrease in organised participation, particularly among males, has contributed to increased inequities for Māori and Pasifika.
- Barriers to participation increased in 2021, with more young people struggling for motivation and expressing a lack of confidence.
- Additional insights suggest a changing relationship with organised participation among young people.

Adult (18+)

- The percentage participating weekly did not change significantly among adults overall.
- The average number of hours spent participating and the average number of sports and activities increased in 2021, although these changes were seen in some demographic groups and not others.
- Pasifika is the only ethnicity to show no improvement in any of the key participation indicators.
- Men and adults aged 50-74 were the groups most likely to show increased time spent being active in 2021 compared to 2019.

- Barriers to participation increased in 2021, with adults reporting feeling too tired, struggling for motivation, falling out of the habit, or feeling too unfit to increase their participation.
- Evidence suggests the pandemic may be encouraging a move to more individualised, flexible activities and to an increase in the use of technology when physically active.

Responding to the data: Push Play campaign

In May 2022, in response to the impact the pandemic has had on people's participation in physical activity, Sport NZ re-launched the iconic Push Play campaign from the late 1990s to encourage more people to be active. While physical activity levels are rebounding as COVID-19 restrictions ease, Active NZ continues to identify that motivation is a key barrier for many New Zealanders. The campaign focuses on encouraging people to take part in local, affordable and achievable physical activity.

The campaign received widespread media coverage at launch and strong engagement through social media. Assessing the success of the campaign is ongoing.



Impact on performance measures

A number of Sport NZ and HPSNZ performance measures have been impacted by COVID-19. Ongoing restrictions have impacted our partners' ability to implement and embed initiatives and achieve longer-term systems change. Consequently, we're reporting below target results for several performance measures. Our ongoing focus on COVID-19 response measures has also contributed to delays we have experienced internally in developing and implementing new performance monitoring and surveying mechanisms, such as evaluating Māori investment initiatives and implementing regular athlete and coach surveying. These remain a focus for Sport NZ and HPSNZ heading into 2022/23. See page 45 for all service performance measures by output class.

Te Kanorautanga me te Kauawhitanga Diversity and Inclusion

During this strategic period, Sport NZ has continued to embed its commitments to and investment into disabled tamariki and rangatahi and women and girls to improve the quality and accessibility of physical activity opportunities. In the past year, a broader D&I programme has begun to take shape, bringing together the Sport NZ 2019 Disability Plan and the 24 commitments Sport NZ released in 2018 in response to the Government's strategy for women and girls in sport and recreation.

Disability Inclusion Fund

Launched in September, the Disability Inclusion Fund is a key commitment of Sport NZ's 2019 Disability Action Plan. The \$3.6 million contestable fund aims to support the delivery of initiatives and programmes that increase opportunities and choices and create a more inclusive environment for disabled participants, with a focus on intellectual and invisible impairments.

There were 68 applications for the funding, indicating strong demand across the sector, and it was encouraging to see a number of potential new partner organisations engaging with Sport NZ. Sixteen applications covering a diverse set of initiatives and organisations were approved. The application and funding process highlighted opportunities for Sport NZ and organisations to better collaborate and reduce duplication.

A few examples of the initiatives receiving funding:

- Parafed Bay of Plenty is delivering a play programme in primary schools throughout the Bay of Plenty region to provide quality play and movement experiences for physically disabled tamariki.
- Sense Rugby NZ is expanding its reach nationwide to provide participation opportunities for tamariki and rangatahi who otherwise miss out on play, active recreation and sport due to the differences and challenges they experience in their motor skills, social skills, emotional regulation capacities, cognition and learning, communication, attention, and behaviour.
- Sport Otago is developing an interactive learning and play lab as a tool for teachers to assist students who need complex support to regulate and manage their behaviour. Physical movement will be used to engage pupils in learning and to strengthen their understanding of concepts.

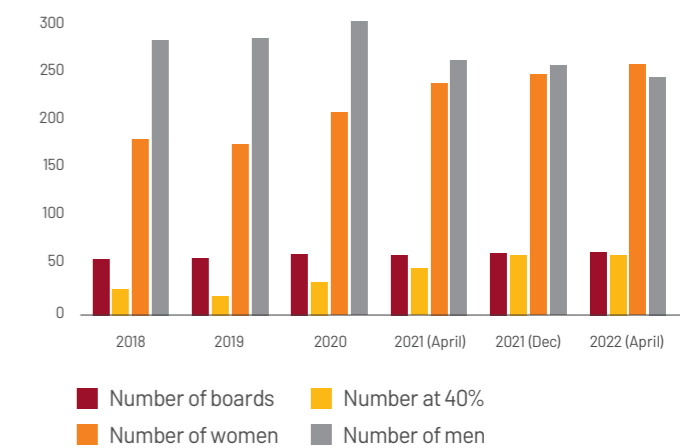
Board gender equity target

The Board gender equity policy and target, introduced in 2018 as one of Sport NZ's 24 women and girls commitments, requires all partners receiving more than \$50,000 per annum of Sport NZ investment to have at least 40% of board members self-identify as women by 31 December 2021 or risk a loss of Sport NZ investment. With evidence showing that gender diversity and equity at a governance level supports equitable representation, improved decision-making and sustained organisational performance, this has been a significant priority across the Women and Girls programme.

When the target was introduced in 2018, 48% of qualifying partners were already compliant. The majority of the remaining 52% of Boards achieved compliance without any support from Sport NZ. Others were provided with business capability advice and funding support, such as recruitment and legal advice and resources on good practice governance recruitment and retention.

By April 2022 97% of boards had met the target⁷.

Implementation progress of the board gender equity target



Since the target was introduced in 2018, the number of women across partner boards has increased.

⁶ Data for 2020 is not included because the Active NZ Survey was unable to be carried out for part of that year due to COVID-19 disruptions.

⁷ An additional Board has been included in the target, bringing the total number of partners to 67. Sixty-five meet the target.

Te hauora me te whakapāpātanga Wellbeing and engagement



#itsmymove campaign

This national campaign aims to create awareness of the reasons why many young women stop participating in structured sport and recreation, as well as provide resources that support inclusive physical activity options. The campaign is a key milestone in our ongoing work to support the Government's strategy for women and girls in sport and active recreation.

The campaign, supported by the latest data and insights into young women's participation in physical activity, consists of online and traditional media, radio and tv advertisements, plus webinars and resources for sector providers and parents. Several leading sporting figures, well-known parents and inspirational young women are supporting the campaign as ambassadors.

Through the 2022 Active NZ survey, we are beginning to sample young women's response to the campaign, which shows that 55% of the target audience believe the campaign messages are relevant to them and about 30% on average have positive brand recall of the campaign. Results also show the campaign is persuasive amongst those who recall it, with 79% of the target audience of young women reporting they've done at least one action⁸ as a result of the campaign.

⁸ In the Active NZ survey actions could include: felt encouraged to be physically active; thought about the amount of physical activity they do; felt encouraged to be physically active just to have fun with friends; considered being more physically active than usual; talked about being physically active with friends or family; considered trying physical activities they've never done before; been more physically active than usual.

⁹ While the total number of gender-neutral toilets and showers are confirmed at the match and training venues for the Cricket and Rugby World Cups, the total number for the FIFA Women's World Cup venues is an estimate based on current designs.

Women's World Cup events: leverage, legacy and facilities upgrades

With New Zealand hosting or co-hosting three women's world cup events between 2022 and 2023, we have an opportunity to showcase and celebrate women's sport. There was also a clear case for modernising and improving facilities at training and match venues with accessible and gender-neutral showers, toilets and baby change tables.

Ahead of the ICC Women's Cricket World Cup in March-April 2022, Sport NZ contributed \$2 million in funding through the Sport Recovery Fund (see page 27) towards gender-neutral upgrades at six stadia around the country. A further \$7.3 million has been invested through the Sport Recovery Fund into 10 venues in Auckland and Northland for the Rugby World Cup, all of which are completed or nearing completion. Scoping and design are underway for the FIFA Women's World Cup 2023 Australia and New Zealand.

As a result of the upgrades, the number of gender-neutral toilets at the 33 training and match venues for all three tournaments is expected to increase from 75 to 226 and the number of gender-neutral showers from 15 to 316.⁹ Other facilities that have been added during the upgrades include accessible toilets, privacy screens, changing areas for officials, baby changing tables and breastfeeding areas.

Transgender inclusion in community sport

During 2021/22 Sport NZ has progressed the development of guiding principles for the inclusion of transgender participants in community sport (not elite sport). The principles are being developed to support our overarching strategic focus on communities who may be missing out on physical activity, as well as in response to requests from several NSOs.

There are six guiding principles that work together to support organisations to create an inclusive approach to allow transgender individuals to take part in sport in their self-determined gender. Sport NZ is carrying out a final round of consultation with key stakeholders, including organisations with expertise in this area, a representative group of NSOs and other relevant government agencies.

Our initiatives in this area are focused on creating enriching performance environments that empower and support individuals to reach their potential and enhance their ability to thrive in their sporting and non-sporting lives.

Wellbeing

1 January 2022 marked the start of a new three-year investment into sports to support both performance and wellbeing outcomes. From a total \$131 million investment, HPSNZ is investing \$19 million in the provision of performance support services, most of which directly support athlete mental and physical wellbeing, with a further \$7.4 million into wellbeing initiatives.

At a foundation level, holistic support is available to athletes through services such as psychology, strength and conditioning, nutrition, medical, physiotherapy, massage therapy, and athlete life coaching. Working alongside sports, the additional investment into wellbeing initiatives will fund several wellbeing managers for NSOs, increase access to independent support services and a range of pilot projects where sports have identified specific opportunities in their investment applications. HPSNZ is also working with NSOs to improve mental health literacy and empower coaches and NSOs to be more confident in responding to athletes who may be struggling to meet the needs of high performance sport.

Rowing New Zealand was the first NSO to appoint a wellbeing manager, whose first year in the role involved supporting athletes prepare for Tokyo 2020 and transition into the Paris cycle. Other initiatives Rowing New Zealand has implemented include:

- enhancing athlete voice mechanisms – representatives on the Athletes Representative Group (established in 2016) each now have responsibility for a different area, such as selection, wellbeing and age group leads.
- introducing a mentoring programme – athletes at different stages in the programme support each other.

In April 2022 we welcomed our first Wellbeing Lead to HPSNZ who is working in partnership with sports to deliver initiatives within their daily training environments. The Wellbeing Lead is part of a new group at HPSNZ. This follows the outcomes of the organisational and governance review in 2021, which will see the creation of a dedicated Wellbeing and Leadership group to enable increased leadership across this strategic focus area. Heading into 2022/23 we will continue to work with NSOs to implement wellbeing initiatives, as well as refine our approach to measurement and evaluation of wellbeing.

Women in High Performance Sport

HPSNZ's Women in High Performance Sport project was established as a pilot in 2019 to address the under-representation of women in leadership and coaching in high performance sport. It is now embedded as an ongoing strategic priority for HPSNZ with three core streams of work focused on leadership, coaching and the high performance sport environment. More than 80 women are expected to engage with the residency and coaching programmes between 2022-23.

A pillar of Women in High Performance Sport is Te Hāpaitanga, a holistic coach development initiative to enable more women to pursue and maintain a career in high performance coaching. In 2021/22 the first intake of 14 coaches completed the 18-month programme and a second intake of 16 coaches from 15 sports got underway. Te Hāpaitanga maximises opportunities for cross-sport knowledge and each participant is paired with a practice mentor from a different code. Due to high demand, online satellite programmes were also established.

HPSNZ has established the Residency Fund, which funded a cohort of future female leaders and high performance coaches into fixed term employment within NSOs. For example, one of the participants was able to use their internship with New Zealand Football to work fulltime with the Future Ferns and Under 20s, which led to an opportunity to support the Wellington Phoenix.

Prime Minister's Scholarships

In 2021/22 HPSNZ began piloting a new Prime Minister's Athlete Scholarship, offering paid internships for 10 athletes. The recipients from seven sports were announced in January and include multiple Olympic, Paralympic and Commonwealth Games medallists. The internship aims to support athletes combine work, training and competition commitments, while managing the shift from tertiary study to work experience.

Support following the Tokyo 2020 Games

To support athletes to navigate the transitions following the pinnacle events in Tokyo, HPSNZ ran an online conference in November 2021 with athlete alumni and inspirational speakers, who focused on normalising the feelings that come after a pinnacle event. The conference provided opportunities for athletes to connect, as well as tools to help them think about and plan their future after Tokyo 2020.

Ko te ngākau tapatahi i te tākaro, mātātoa, korikori ā-rēhia me te hākinakina

Integrity in play, active recreation and sport

Throughout 2021/22 Sport NZ has continued to embed and advance integrity initiatives, including the Sport and Recreation Complaint and Mediation Service, e-learning material and the community guidance portal. The Integrity Working Group also delivered its recommendations on how to ensure New Zealand has a leading integrity structure for the play, active recreation and sport system.

Sport and Recreation Complaint and Mediation Service (SRCMS)

Operated by online dispute resolution company, Immediation New Zealand, the SRCMS allows anyone engaged in sport and active recreation to lodge a complaint, issue or dispute and have it resolved in a timely manner. The service provides triage, early facilitation and since October 2021, independent investigations. In the first year of the service (February 2021 – February 2022), the SRCMS received 131 enquiries, complaints and disputes, of which 89 had been closed and the remaining 42 were at various stages of Immediation's process. As well as receiving positive feedback from parties and individuals about the personal impact of the service, Immediation estimates the sector has likely saved close to \$1 million in legal fees if the high-stake matters were not resolved and ended up in court.

Integrity e-learning

Available through the community guidance portal, the integrity e-learning material includes three modules on child protection, inclusive and supportive environments and protecting against competition manipulation. In 2021/22, Sport NZ launched a series of bite-size learning modules for child safeguarding, with each designed to take 2-5 minutes to complete.

The community guidance portal also includes resources such as policies, procedures and webinars for people working in the sector. During a webinar hosted in 2021/22 Badminton New Zealand shared the changes their organisation has made to improve safeguarding within a sport organisation, for example they have:

- launched an integrity framework focused on child safeguarding and protection, participant and community wellbeing, drug free and anti-doping and anti-corruption
- built child protection policy, planning and practice into the organisation's routine, such as making child safeguarding or policy review a standing agenda item at board or committee meetings, using trials or selection processes as a reminder to review and share policies, and building time into a coach or manager's induction to cover off the child safeguarding policy.
- focused on maintaining regular dialogue about child safeguarding with volunteers, staff, coaches, managers and parents across the network of badminton clubs and organisations around New Zealand.



Final recommendations from the Integrity Working Group

Following the recommendations from the *Report of the Play, Active Recreation and Sport Integrity Working Group*, the Minister for Sport and Recreation announced in June 2022 a new independent body is being established to strengthen the integrity of the sport and recreation system. Drug Free Sport NZ will be folded into the new entity, along with some of the integrity functions currently performed by Sport NZ. Heading into 2022/23, an independent Integrity Transition Committee will undertake further consultation with the sector on the scope of the new entity.

Ngā pūtea me te tahua whakahaumi ki ngā kaupapa kairangi

Funding and investment into high performance

Investment in National Sport Organisations

In December HPSNZ announced a \$131 million investment into 44 NSOs under the new Targeted Investment Framework, beginning on 1 January 2022. The investment package is designed to maintain the targeted approach that has delivered continued international success for New Zealand athletes, while also increasing support for the wellbeing of everyone in the high performance system.

Of the \$131 million, \$43.7 million per annum for three years is being directly invested into the 44 NSOs, \$25 million into ensuring athletes have more direct financial support through Tailored Athlete Pathway Support, and \$2 million will be invested into helping NSOs and athletes access the performance pathways necessary to achieve their goals.

The NSO investment is being directed to 10 Podium Sports and 34 Aspirational Sports¹⁰, some of which have never received HPSNZ funding before, such as climbing, badminton, e-sports, touch rugby and motorcycling. Support for Para disciplines in canoe, waka ama and shooting is also provided through the increased investment.

By confirming investment through to Paris 2024, we are able to provide NSOs and their athletes with more financial certainty.

Tailored athlete pathway support (TAPS)

As part of the new investment framework launched on 1 January 2022, we introduced TAPS to support athletes financially, replacing the previous athlete support systems of carding and performance enhancement grants. Key features include an annual base training grant, and performance and development grants. For eligible pathway athletes, a base training grant or development grant is not based on performance and aims to provide a level of financial security and support athlete wellbeing.

Following early feedback from the sector, HPSNZ increased the base training grant from \$25,000 to \$30,000 per annum and an anomaly in the excellence grants payments for 4th-6th placings was fixed.

At the end of June 2022, 165 base training grants had been allocated and 133 development training grants.

Story of impact: Beach Volleyball

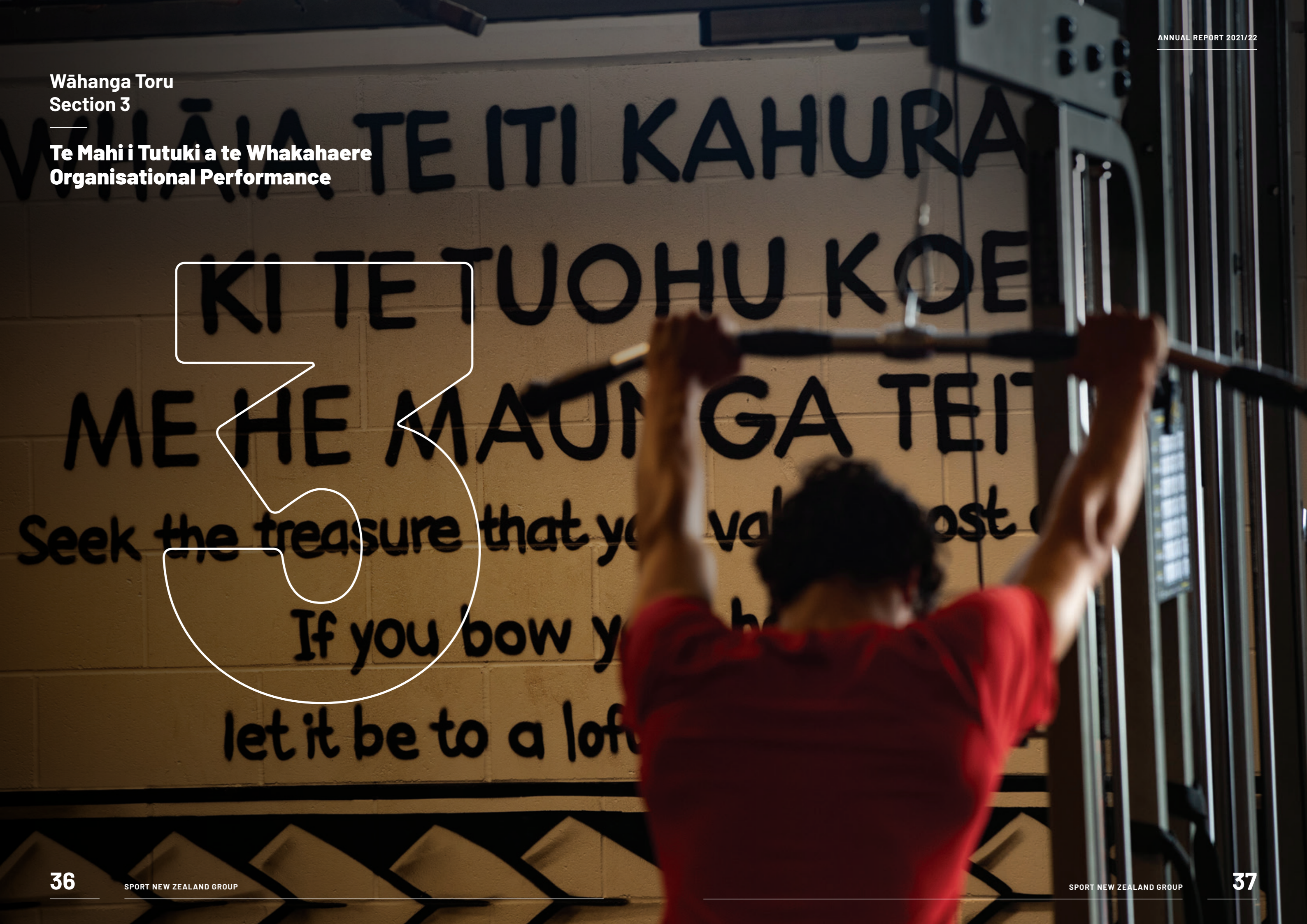
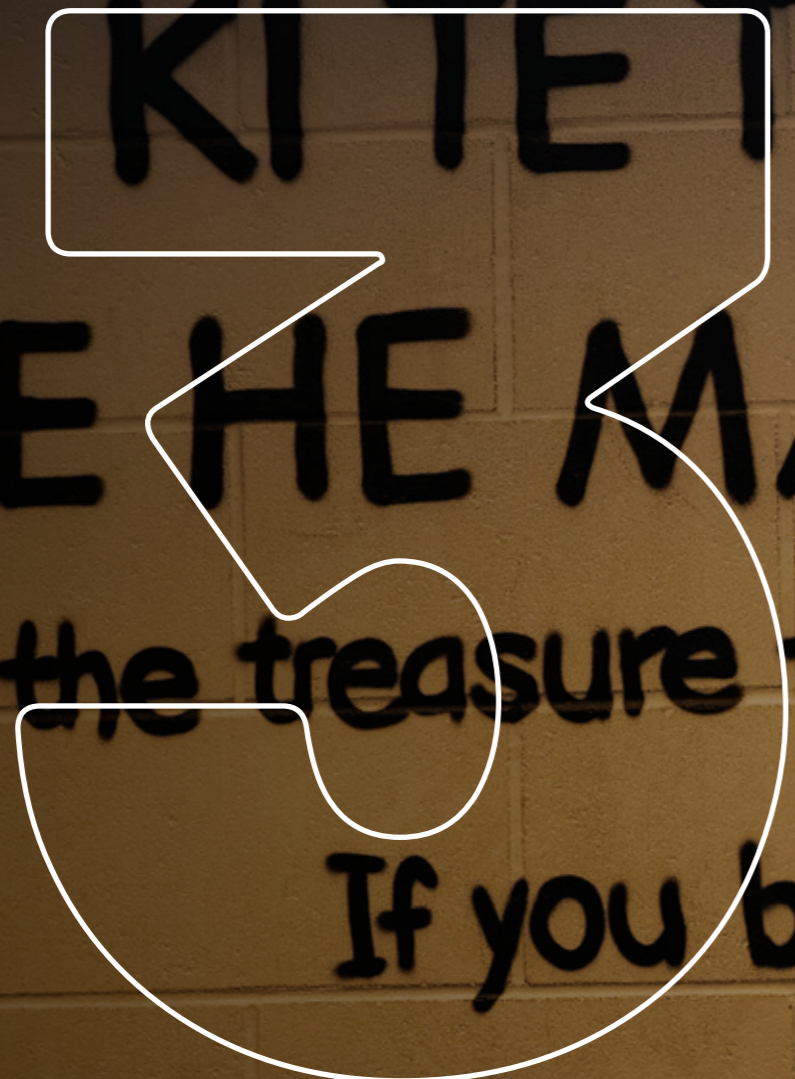
Volleyball New Zealand is one of the 34 Aspirational Sports to receive investment, which is enabling beach volleyball to focus on building towards success at pinnacle events as a result of the investment and partnership support through HPSNZ. The HPSNZ investment has allowed Volleyball New Zealand to fund a national head coach for beach volleyball's high performance programme for the first time – frequently New Zealand beach volleyball athletes are the only team at major events without a coach or support. The funding will also support travel costs. But it's not just the funding that is having an impact, Volleyball New Zealand reports that having access to HPSNZ expertise, especially in areas like mental skills and wellbeing, is incredibly valuable as the organisation builds a successful high performance programme.



¹⁰ Podium Sports are those most likely to succeed at pinnacle events and Aspirational Sports are growing in interest and potential to achieve podium performances now or in the future.

Wāhanga Toru
Section 3

Te Mahi i Tutuki a te Whakahaere
Organisational Performance



Ko tā te kaitukumahi pai Being a good employer

Sport NZ Group aims to attract, develop and retain highly capable staff who work in a continuous learning environment supported by an enabling culture.

We are committed to being a good employer and this year have undertaken or continued the following initiatives:

Culture and staff engagement

- Staff engagement is monitored through an annual engagement survey. The most recent surveys were completed in June–July 2022 and Sport NZ recorded an engagement score of 78%, up 8% on 2020/21, while HPSNZ's score is 68%, a 6% increase from the year prior.
- In 2021/22, the flexible work policies were updated to continue to support work-life balance, giving employees the option to work from home two days per week where role appropriate. Following sustained periods of time working from home due to COVID-19, we are focused on ensuring people can continue to work flexibly, while also strengthening connections in the office.

Diversity and inclusion

- Sport NZ's Māori cultural capability programme, Tū Te Ihi, is part of the induction programme for all new staff. We are committed to building strong Māori cultural capability to ensure all staff better understand our commitment to the principles of Te Tiriti o Waitangi.
- Recruitment, onboarding and induction practices and policies are designed to attract more diverse people to better reflect the population we serve. This includes ethnic diversity, gender and age.
- Part of Sport NZ's Disability Plan includes growing internal capability to understand and recognise the needs of disabled people.
- We currently have a 50/50 gender split across both organisations with equal male/female representation on the Senior Leadership Teams of both Sport NZ and HPSNZ.

In 2021/22:

- we have increased our Māori cultural capability to ensure we're better able to represent the play, active recreation and sport system and are in a stronger position to honour our Te Tiriti o Waitangi commitments. We continue to add specialist Māori roles, including a Group Manager who will sit on the Sport NZ senior leadership team.
- we have seen mixed results in the gender pay gap. The Diversity and Inclusion Plans for Sport NZ and HPSNZ outline steps to increase the number of women in senior roles across the organisation.

Gender pay gap

	2021/22	2020/21
Sport NZ	12.5%	14.2%
HPSNZ	20%	15.5%

Recruitment and induction

- Our recruitment and selection policies target the best possible candidates whilst maximising equal opportunity for both existing and potential employees.
- Both Sport NZ and HPSNZ provide e-learning modules as part of the induction process to allow for more self-paced learning.
- We are aiming to attract and increase the ethnic and gender composition of applicants with the goal of 50% of all senior positions held by women by 2025.

Learning and development

- Six-monthly performance reviews provide an opportunity for people to reflect and discuss key learnings, performance highlights, and results achieved with their manager.
- We're focused on building a continuous learning environment through coaching, on-the-job activity and feedback.
- In January 2022, a People Capability Lead was recruited to support Sport NZ Group. Leadership and development initiatives are focused on topics such as building resilience, leading hybrid teams, improving communication and understanding unconscious bias.

Remuneration and recognition

- We have improved how we assess job evaluations and remuneration across both organisations for greater consistency.
- The performance management process includes annual salary reviews and appropriate adjustments, supported by the Group-wide remuneration policy. This year salary reviews were undertaken in accordance with the pay restraint guidance from Te Kawa Mataaho Public Service Commission.
- We check for unconscious bias during the annual remuneration review to ensure remuneration consistency between genders. Remuneration recommendations and decisions are considered against our gender pay equity data at individual band level.
- Across Sport NZ Group we are being more deliberate in sharing and celebrating team and individual achievements.

Health, safety and wellbeing

- As part of providing a safe work environment that encompasses physical and mental wellbeing for all employees, contractors, athletes, coaches and visitors, we are continuously improving our health, safety and wellbeing systems. There were no notifiable events¹¹ in Sport NZ or HPSNZ workplaces in 2021/22.
- Regional and national health and safety committees make monthly site inspections, ensure appropriate signage throughout our facilities, and provide training and induction for staff and athletes using our offices and training facilities.
- Sport NZ and HPSNZ support staff health and wellbeing through a range of initiatives, including financial support for eye exams, in-house flu vaccinations and access to an employee assistance provider.
- Sport NZ Group is implementing several initiatives to support staff wellbeing, such as developing a group of staff Wellbeing Champions, creating and sharing financial resources that promote positive wellbeing and offering financial wellness sessions.
- The staff engagement survey asks several questions about how well staff feel their health, safety and wellbeing is supported by the organisation, with the overall favourable score increasing for both organisations (Sport NZ + 8%, HPSNZ +10%).

¹¹ The Health and Safety at Work Act 2015 defines a notifiable event as a death, notifiable injury or illness or notifiable incident. A notifiable workplace injury or illness is one that requires immediate medical treatment (other than first aid). A notifiable incident is an unplanned or uncontrolled incident that exposes a person to serious health or safety risk.

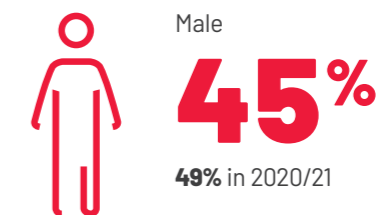
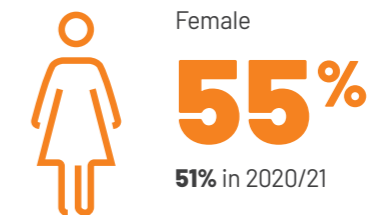
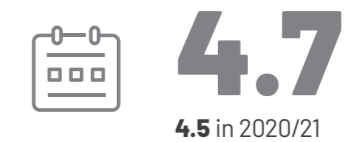
¹² Includes fixed term roles.

Sport NZ Group staff in 2021/22

Number of employees¹²



Average tenure in years



Annual staff turnover

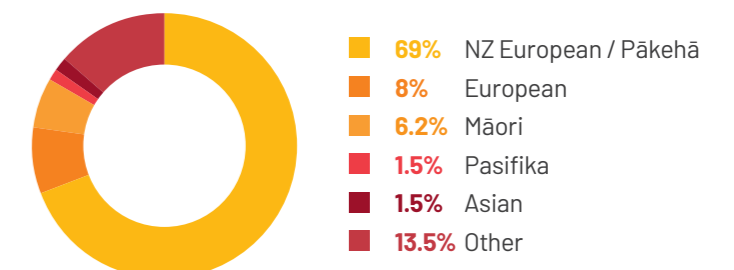


Average age



Ethnic diversity at Sport NZ at end of 2021/22

(excluding HPSNZ, which does not currently collect this data)



Te mana arataki Governance

Sport NZ is governed by a board whose members and chairperson are appointed by the Minister for Sport and Recreation. HPSNZ is governed by its own board of directors who are appointed by the Sport NZ Board, following Ministerial approval. The Sport NZ Board is responsible to the Minister for Sport and Recreation and has accountability for the functions of the entire Sport NZ Group.

In early 2021/22, five new board members were appointed to the Sport NZ Board, replacing Hilary Poole, Jason Shoebridge (Deputy Chair), Kylie Clegg and Rowan Simpson, with an additional position added to the Board. Hilary Poole and Rowan Simpson also left the HPSNZ Board, as well as Alison Shanks, Ian Hunt and Kylie Clegg. We acknowledge the contributions of recent board members and welcome the perspective of new directors.

As at 30 June 2022, the board members are:

Sport NZ	HPSNZ
Bill Moran (Chair)	Bill Moran (Chair)
Raewyn Lovett (Deputy Chair)	Raewyn Lovett (Deputy Chair)
Beatrice Faumuina	Annette Purvis
Duane Kale	Dr Chelsea Grootveld
Professor Farah Palmer	Hetty Van Hale
Karen Vercoe	Martin Toomey
Rakesh Naidoo	
Robyn Cockburn	
Suri Bartlett	

Te arotake o te mana arataki me te hanganga Governance and organisational review

In March, following a 12-month engagement process with a wide range of stakeholders across the sector, Sport NZ Group announced the outcomes of the Governance and Organisational Review of Sport NZ and HPSNZ.

The purpose of the review was to recommend a fit-for-purpose governance and organisational structure and operating model that can most effectively deliver the strategic visions of both organisations and provide the most efficient engagement and support structure for the sector.

Under the final approved model, there will continue to be a separate Board for each entity, with a single CEO to serve both. HPSNZ will remain as a wholly owned subsidiary of Sport NZ and there will be increased representation of high performance system experience on the HPSNZ Board, as new appointments are made over the next year. Among other outcomes, the model aims to reduce duplication of reporting, allowing the HPSNZ Board to focus more on the key strategic pillars of performance and wellbeing.

In a meaningful step forward to better deliver to the mana of Te Tiriti o Waitangi, Taumata Māori will be established to support strategic decision making and investment in relation to Te Tiriti commitments across Sport NZ and High Performance Sport NZ. Taumata Māori will advise the Board and the Group CEO.

Ētahi atu whakapuakitanga ā-ture Other statutory declarations

Ministerial directions

Sport NZ Group did not receive any directions from the Minister for Sport and Recreation during 2021/22.

Acts in breach of statute

No natural person acts have been enforced against the Sport NZ Group under section 20(3) of the Crown Entities Act during 2021/22.

Permission to act

Section 68(6) of the Crown Entities Act 2004 requires disclosure of a permission (by the chair or deputy chair) to act despite a Board member's interest in a matter. No permissions were sought in 2021/22.

Te pūrongo ā-Toitūtanga Sustainability reporting

Sport NZ is committed to meeting the requirements of the Carbon Neutral Government Programme.

Sport NZ's greenhouse gas emissions measurement (emissions data and calculations) has been independently verified by Toitū Envirocare and we are proudly a Toitū carbonreduce organisation, which means we are measuring, managing and reducing our emissions in accordance with Toitū requirements.

In 2020/21, Sport NZ emitted 231.79 tonnes of carbon dioxide equivalents (tCO₂-e), a 48% reduction on our 2019/20 baseline year of 451.30 tCO₂-e. This reduction is largely due to the effect COVID-19 response measures had on people's travel and time spent in the office. Air travel is our biggest source of emissions.

Emissions profile broken down by scope and total annual emissions (tCO₂-e)

Category	Scope	2019/20 (tCO ₂ -e)	2020/21 (tCO ₂ -e)
1 – direct emissions	Scope 1	17.49	5.54
2 – indirect emissions from imported energy	Scope 2	17.47	10.85
3 – indirect emissions from transportation	Scope 3	416.34	215.41
4 – indirect emissions from products and services used by organisation		0	0
5 – indirect emissions associated with the use of products from the organisation		0	0
6 – indirect emissions from other sources		0	0
Total gross emissions		451.30	231.79
Change in gross emissions (all categories) from previous financial year			-48%

Emissions reduction targets and plan

Sport NZ has set science-based targets to reducing year-on-year emissions. By 2025, we aim to reduce emissions by 5% total per annum per full time equivalent employee, which will enable us to meet the requirements of the Carbon Neutral Government and Toitū carbonreduce programmes.

To achieve these targets, our emissions reduction plan is focused on:

- increasing use of videoconferencing instead of traveling by plane to attend meetings and hui
- ongoing internal communications to raise awareness of travel alternatives and empower staff to contribute to our emissions reduction efforts
- transitioning leased car fleets to hybrid vehicles
- identifying further opportunities where we can reduce emissions as we continue our sustainability journey.

Measurement and reporting are underway for Sport NZ for the 2021/22 financial year, while HPSNZ is also in the early stages of engaging with Toitū.

Total emissions by sources 2020/21

Source	2020/21 (tCO ₂ -e)	%
Air travel domestic (jet aircraft)	112.62	49%
Air travel domestic (medium aircraft)	75.65	33%
Electricity	10.85	5%
Accommodation (New Zealand)	10.19	4%
Petrol (regular)	5.54	2%
Taxi (regular)	5.49	2%
Rental car small	5.31	2%
Air travel domestic (small aircraft)	3.00	1%

Emission intensity by FTE and expenditure

	2019/20	2020/21
Total gross emissions per FTE per annum in tCO ₂ -e	3.96	1.66
Total gross emissions per revenue (\$Millions) in tCO ₂ -e	4.88	1.11

Wāhanga Whā
Section 4

Ngā Pūrongo
Reporting



Te Tauākī Noho Haepapa Statement of Responsibility

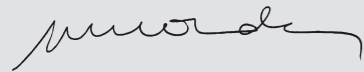
We are responsible for the preparation of Sport and Recreation New Zealand's financial statements and statements of performance and for the judgements made in them.

We are responsible for any end-of-year performance information for Sport and Recreation New Zealand under section 19A of the Public Finance Act 1989.

We have the responsibility for establishing and maintaining a system of internal control designed to provide reasonable assurance as to the integrity and reliability of financial reporting.

In our opinion, these financial statements and statement of performance fairly reflect the financial position and operations of Sport and Recreation New Zealand for the year ended 30 June 2022.

On behalf of the Sport NZ Board,



Bill Moran, MNZM
Chair – Sport NZ and HPSNZ
30 November 2022



Raewyn Lovett
Deputy Chair – Sport NZ and HPSNZ
30 November 2022

Te Tauākī o ngā Mahi i Tutuki Statement of Performance

Output Class One – Sport and Recreation

This appropriation is intended to achieve an increase in the number of young people and adults participating in play, active recreation and sport.

We use methods of evaluation such as surveys and reporting mechanisms to assess performance. Our main tools include:

- The annual Active NZ survey, our nationwide participation survey on young people and adults to understand the types of activities people are doing and attitudes and behaviours towards physical activity. This survey was disrupted in 2020 due to COVID-19 and full-year 2020 results are unavailable. Instead, we used 2019 data in the 2020/21 annual report.
- The Partner Confidence Survey (PCS), which allows our partners to rate our performance. The survey is sent to contacts from a range of partner organisations, including Regional Sports Trusts (RSTs), National Sport Organisations (NSOs), National Recreation Organisations, Territorial Authorities, as well as a small number of other organisations. Since 2020/21 the PCS results have been weighted to account for multiple respondents from the same organisation, so that each organisation is given equal weighting in the final results. Results from prior years have not been weighted but our analysis shows a weighting would only change the majority of results by 1-2 percentage points.
- Annual Partner Reporting, which shows what activities were completed, how well they were completed, what impact they had on the targeted audience and what was learnt from the experience.
- Voice of the Participant - Club Experience survey, which is designed to help NSOs understand club level player experiences, the drivers of participation and how they might adapt to meet people's changing needs.
- Voice of Rangatahi survey delivered into secondary schools/kura to help us understand how rangatahi experience physical activity within a school. Approximately 8000 rangatahi participate in the survey. The result is not weighted to account for differences in demographic. Results are based on a calendar year.

Key Result Areas

These measures provide us with a comprehensive view of how the physical activity levels of tamariki and rangatahi are changing over time. Over the past year we have continued to monitor and build our understanding of the effects of COVID-19 on levels of physical activity. Following disruptions to the Active NZ survey in 2020 due to COVID-19, 2019 Active NZ results were used in 2020/21.

Measure	2019/20 result	2020/21 result	2021/22 target	2021/22 result
Average hours spent participating in play, active recreation and sport by 15-17 year olds	8.7 hours	N/A	Meet or exceed baseline 8.7 hours	7.97
This measure is included in the 2021/22 Statement of Performance Expectations (SPE). Baseline is from 2019 Active NZ data and 2021/22 results are from 2021 Active NZ survey. This measure helps us to understand progress towards Key Result Area 1 of reducing drop-off in physical activity levels of rangatahi aged 15-17-years-old. The below-target 2021/22 result is due to a decline in the average time rangatahi spent in organised participation.				
Percentage of young people age 5-17 years (up to 18th birthday) participating in play, active recreation and sport (7+ hours per week of any intensity)	63%	63%	Meet or exceed baseline 63%	58.55%
This measure is included in the 2021/22 SPE and the Vote Sport and Recreation Supplementary Estimates of Appropriations 2021/22. Baseline is from 2019 Active NZ data and 2021/22 results are from 2021 Active NZ survey. The below-target result 2021/22 can be attributed to the negative effects of the pandemic on young people's participation in organised activity, particularly among 12 to 17 year olds.				
Estimated total subjective wellbeing value ¹³ created by 5 to 17 year olds doing 7+ hours per week of physical activity	N/A	N/A	Equal to or greater than 2020/21 value (\$508m)	\$624m
This measure is included in the 2021/22 SPE. The 2021/22 result is above the target due to the increase in the estimated population of 5 to 17 year olds, despite a decrease in the percentage of 5 to 17 year olds doing 7+ hours per week of physical activity between 2019 and 2021.				
Percentage of adults (18+) participating in physical activity (150+ minutes per week)	59%	59%	Meet or exceed baseline 59%	60.97%
This measure is included in the 2021/22 SPE and the Vote Sport and Recreation Supplementary Estimates of Appropriations 2021/22. Baseline is from 2019 Active NZ data and 2021/22 results are from 2021 Active NZ survey. Survey data between 2019 and 2021 shows the average number of hours spent participating, the average number of sports and activities and the percentage participating weekly all increased, however these positive increases were seen in some population subgroups and not others.				
Estimated total subjective wellbeing value created by adults doing 150+ minutes per week of physical activity	N/A	N/A	Equal to or greater than 2020/21 value (\$2.19bn)	\$3.08b
This measure is included in the 2021/22 SPE. The 2021/22 result is greater than the 2020/21 value due to an increase in the percentage of adults (18+) doing 150+ minutes of physical activity per week and an increase in the estimated population for 2022.				

¹³ A subjective wellbeing value is an estimate of the value of an outcome based on the impact it has on people's self-reported wellbeing. This is expressed in monetary terms. The approach works by calculating the change in income that would produce a wellbeing impact of the equivalent size. We use Active NZ data and Sport NZ subjective wellbeing values (included in Treasury's CBAX) to estimate total subjective wellbeing value of our key outcomes.

Impact Indicators

These measures indicate the impact we are seeking to make in pursuit of our strategy. We have chosen these measures as they align with the focus areas of our strategy and contribute to the outcomes we are working towards.

	2019/20 result	2020/21 result	2021/22 target	2021/22 result
A Better Future				
COVID-19 recovery investment: Percentage of investment spend on track to or have met intended investment outcomes	100% (\$4.6M)	49%	>70% of funding invested	67%
This measure is included in the 2021/22 SPE and the Vote Sport and Recreation Supplementary Estimates of Appropriations 2021/22. 2021/22 was the second year of the four-year COVID-19 Recovery Package and the target refers to the portion of approved funding for the period that has been distributed. The Strengthen and Adapt and Different and Better programmes funded through the package are aiming for medium- to long-term change beyond the four-year period. In particular, the National Partner Strengthen and Adapt programme continues to be implemented. The disruptions caused by the COVID-19 pandemic response had an impact on the sector's capacity to implement more longer-term systems change.				
Partnerships investment: Percentage of partners on track to or have met intended investment outcomes	N/A	N/A	>70%	43%
This measure is included in the 2021/22 SPE. It applies to partners in whom we invest \$150,000/annum or higher and records the percentage of partners' initiatives demonstrating significant progress against meeting intended investment outcomes. We work with partners to identify the initiatives that are going to achieve our mutually agreed outcomes. The partner organisation and Sport NZ rate the progress against intended investment outcomes for each initiative and how the initiatives are being embedded into the organisation to the extent that change and learning is being applied to deliver further impact. The ratings, which are positioned as a development tool rather than a performance score, use a rubric with a four-point scale from 'not established' to 'emerging' to 'consolidating' to 'highly developed'. This measure tracks the percentage of partners' initiatives rated "consolidating" or "highly developed". As COVID-19 affected partners' capacity to implement and embed initiatives, the result for 2021/22 is lower than expected. By the end of the current strategic period, we would anticipate approximately 80% of partners' initiatives to have met intended investment outcomes.				
Futures Project: Percentage of partners who feel confident they can act to bring about aspects of the preferred future.	N/A	N/A	New measure, establishing baseline	28%
This measure is included in the 2021/22 SPE. Results are taken from the 2022 Partner Confidence Survey (PCS). Following further testing, the question in the PCS was updated to ask, "What level of impact are the ideas in the 'preferred future' having on the actions and decisions your organisation is taking today?" The 2021/22 result reports the percentage of partners who believe the ideas are having a significant impact on their organisation's actions and decisions, however it excludes "don't know" or "I am unaware of this work" responses, which account for about one-third of responses.				
Equitable Opportunity				
Percentage of women and girls who volunteer	Girls: 48% Women: 22%	Girls: 48% Women: 22%	Meet or exceed baseline Girls: 48% Women: 22%	Girls: 44.76% Women: 20.26%
This measure is included in the 2021/22 SPE. Baseline is from 2019 Active NZ data and 2021/22 results are from the 2021 Active NZ survey. Volunteering includes coaching a group or individual; being an official, such as a referee or umpire; managing a team; fulfilling a club or association administration or governance role; helping a team, club or group; providing event assistance; lifeguarding; and being a team captain or activity leader. Girls are 12-17 years. The below-target result for 2021/22 is most likely due to the impact of COVID-19 on organised physical activities, such as cancelled fixtures or shortened seasons, requiring fewer volunteers.				
Percentage of young people who identify as disabled who believe they have the support in their communities to do the physical activities they want to	N/A	N/A	Establishing baseline	56.94%
This measure is included in the 2021/22 SPE. The 2021/22 result is based on the 6-month average from 1 July to 31 December 2021 when statement was included in the 2021 Active NZ survey.				

	2019/20 result	2020/21 result	2021/22 target	2021/22 result
Valuing physical activity				
Percentage of participants satisfied with overall club experience	67%	70%	Meet or exceed baseline 67%	66%
This measure is included in the 2021/22 SPE. The 2021/22 result is from the 2021/22 Voice of the Participant - Club Experience survey. It reports the proportion of respondents who are very or extremely satisfied with the overall experience at their club and is an average across the nine participating sports. Because the participating sports change each year, there are challenges in comparing year-on-year results.				
Percentage of rangatahi very or extremely satisfied with physical activity experience in school	Survey piloted in 2019	31%	Meet or exceed baseline 31%	32%
This measure is included in the 2021/22 SPE. Baseline is from the 2020 Voice of Rangatahi survey.				
Percentage of Healthy Active Learning schools and kura that agree their school has a focus on physical activity in their charter and annual plan	N/A	46.7%	Exceed baseline 46.7%	55%
This measure is included in the 2021/22 SPE. Baseline is from the first Healthy Active Learning evaluation report covering the first year of the initiative and reports survey data from phase 1 teachers and school leaders. The 2021/22 result reports phase 1 teachers who completed surveying in year two (2021) of the initiative.				
Honouring Te Tiriti o Waitangi				
Percentage of investments in Māori initiatives on track to or have met intended investment outcomes	N/A	Establishing evaluation methodology	>70%	Not reported
This measure is included in the 2021/22 SPE. Work has been delayed on establishing an evaluation methodology for Māori initiatives. As well as recruiting a Māori evaluator role, we are developing an evaluation to assess He Oranga Poutama initiatives that, once embedded, will be used to assess other Māori initiatives.				

Key deliverables

These measures demonstrate the progress we are making towards our four strategic themes at a programme and output level.

	2019/20 result	2020/21 result	2021/22 target	2021/22 result
A Better Future				
COVID-19 recovery package is invested in accordance with forecast expenditure by investment outcome and amount committed	'Reset & Rebuild' - \$4.6m	\$59m	'Different & Better' - \$20m	\$110.4m
This measure is included in the 2021/22 SPE. All investments must receive joint Ministerial approval before they can be committed against an investment outcome. Measure includes approved and distributed investment up until 30 June 2022. Sport NZ no longer differentiates or tracks investment decisions against the original allocation of the investment outcomes of the COVID-19 Recovery Fund. Sport NZ is on track to have invested or committed all of the COVID-19 recovery fund by June 2024. To date, \$110.4m has been distributed.				
Equitable Opportunity				
Percentage partner boards achieve minimum 40% women representation	57%	80% ¹⁴	100%	97%
This measure is included in the 2021/22 SPE. The target applies to National and Regional Priority Partners who receive more than \$50,000/annum of funding from Sport NZ. The target has not been met, with two boards (out of 67) yet to comply.				
Increased investment spend to improve physical activity levels and experience of women and girls	\$1.4m	\$6.8m	>\$2m	\$8.1m
This measure is included in the 2021/22 SPE. The spend in this area includes Strengthen and Adapt initiatives that are focused on improving the physical activity levels of women and girls, investment in World Cup accessible facilities and the investments that Sport NZ has made in the Women and Girls' Activation Fund. The level of investment has exceeded the planned level of expenditure as the extent of investment in World Cup Accessible Facilities was not known when the target was set.				
Increased investment spend to improve physical activity levels and experience of disabled people	\$1.6m	\$1.4m	>\$2m	\$2.5m
This measure is included in the 2021/22 SPE. Sport NZ invests to get more disabled people active through a number of initiatives; historically this has been focused on Partnerships Investments in Special Olympics and Halberg Trust and distributions from the No Exceptions Fund. Recently Sport NZ has launched the Disability Fund and has agreed to fund Strengthen and Adapt initiatives focused on improving the physical activity levels of disabled people.				

¹⁴ As at May 2021.

	2019/20 result	2020/21 result	2021/22 target	2021/22 result
Valuing physical activity				
Number of primary schools and kura with Healthy Active Learning	Launched May 2019	331	800	871
This measure is included in the 2021/22 SPE. The 2021/22 result reports the number of schools across phase 1 and phase 2 who are engaged with Healthy Active Learning at the end of term 2 (June) 2022. Healthy Active Learning funds engagement with 800 schools and kura, however some RSTs have partnerships with other funding sources that allow them to engage more schools.				
Number of NSOs adopting Balance is Better at a "Commit and Act" level	5	10	15	15
This measure is included in the 2021/22 SPE. While all national and regional partners are adopting Balance is Better (BIB) as part of our agreed investment strategy, this measure reports on Sport NZ's goal to work more closely with selected partners who have not only committed to BIB at an executive level, but have also committed to drive greater change towards the principles of BIB through regional and local activities.				
Percentage of module participants who agree they are more confident to identify and respond to issues of child safeguarding	Module not available	91.5%	95%	92%
This measure is included in the 2021/22 SPE. The result is based on responses to the post-learning survey after completing the Child Safeguarding module. This measure accounts for agree and strongly agree responses to the post-learning survey. Working alongside partners to grow their capacity and capability to identify and respond to issues of child safeguarding remains a long-term focus for Sport NZ.				
Honouring Te Tiriti o Waitangi				
Increased investment spend to improve physical activity levels and experience of Māori	\$1.7m	\$2.47m	>\$3m	\$3m
This measure is included in the 2021/22 SPE. Investment spend includes He Oranga Poutama, Te Kīwai hardship fund, Te Ihi Fund and Māori NSO investment.				

Engagement with Partners

These measures provide an indication of how effectively we lead and support the sector. Our relationship with our partners is important for achieving shared objectives.

	2019/20 result	2020/21 result	2021/22 target	2021/22 result
A Better Future				
SNZ overall effectiveness as rated by all Sport NZ partners to increase participation	75%	72%	80% of partners rate as 'Good' or higher	69%
This measure is included in the 2021/22 SPE and in the Vote Sport and Recreation Supplementary Estimates of Appropriations 2021/22. Results are from the 2022 Partner Confidence Survey. The 2021/22 result reports the percentage of partners who gave 'good' or 'excellent' ratings. The below-target result is driven by NSOs who receive lower levels of investment; the percentage of lower investment NSOs who rate Sport NZ's overall effectiveness to increase participation as 'good' or 'excellent' decreased from 48% in 2021 to 35% in 2022. However, ratings from RSTs and NSOs that receive higher levels of investment remain high or have shown slight increases.				
Percentage of partners who rate their organisation's relationship with Sport NZ as good or excellent	83%	82%	80%	80%
This measure is included in the 2021/22 SPE. Results are from the 2022 Partner Confidence Survey. Relationships remain strong and stable overall, although lower scores from Territorial Authorities have driven a slight decline in the overall relationship with Sport NZ.				

Cost of Service by Output Expense – Sport and Recreation Programmes

ACTUAL 2021 \$000		ACTUAL 2022 \$000	BUDGET 2022 \$000
REVENUE			
25,649	Crown funding	33,859	29,829
77,646	Other operating revenue	76,374	73,926
103,295	Total revenue	110,233	103,755
LESS EXPENSES			
49,077	Sector investments and consulting	57,508	80,386
6,264	COVID-19 relief package	-	-
1,779	Programme management – recovery package	1,726	-
8,618	Programme management	11,506	12,311
12,720	Technical advice and resources	14,472	17,573
2,490	Policy advice	3,365	2,603
6,024	Knowledge and information	6,796	7,057
86,972	Total expenses	95,373	119,930
16,323	Net operating surplus/ (deficit) before recovery package	14,860	(16,175)
RECOVERY PACKAGE			
107,121	Crown funding	30,740	52,200
LESS EXPENSES			
47,721	Sector investments and consulting	35,705	58,952
126	Operating expenditure	1,773	1,833
47,847	Total expenses	37,478	60,785
59,274	Net operating surplus/ (deficit) from recovery package	(6,738)	(8,585)
75,597	Net operating surplus/ (deficit) after recovery package	8,122	(24,760)

Output Class Two – High Performance Sport

This appropriation is intended to achieve more New Zealand winners on the world stage by supporting them in their pinnacle events.

We assess performance across the following areas:

- progress across high performance programmes and campaigns, supported by strategic investment and high performance expertise
- stakeholder satisfaction levels
- athlete and coach satisfaction levels

To monitor our programmes and initiatives and evaluate impact of our strategy, we draw on NSO, athlete and Active NZ survey results and our regular engagement with partners through the Health Check process. Where available, we monitor Aotearoa New Zealand's position within the international environment, for example, the virtual Olympic medal table¹⁵.

As is custom, Sport NZ Group reports Olympic and Paralympic Games' results in the annual report of the preceding financial year. The Tokyo 2020 results were reported in the 2020/21 Annual Report.

Key Result Areas

	Past performance	2021/22 target	2021/22 result
Results on the world stage			
Medals at Olympic Summer Games	Tokyo 2020: 20	Paris 2024: 12-16	N/A
Medals at Paralympic Summer Games	Tokyo 2020: 12 (6 Gold ¹⁶)	Paris 2024: 18-25	N/A
The above two measures are included in the 2021/22 SPE and the Vote Sport and Recreation Estimates of Appropriation 2021/22. Sport NZ Group reported the Tokyo 2020 Olympic and Paralympic Games medal results in the 2020/21 Annual Report.			
Performance at pinnacle events for non-Olympic funded sports	New SPE measure introduced in 2021/22	2022-2024 target: 4+ podiums	0
This measure is included in the 2021/22 SPE. The 2022-2024 target refers to calendar years and covers the current strategic period. In the first six months of the year to 30 June 2022 there were no podium placements at pinnacle events for non-Olympic funded sports.			
Medals at Olympic Winter Games	PyeongChang 2018: 2 medals	Beijing 2022: 2+	3
This measure is included in the 2021/22 SPE. The New Zealand Winter Olympic Team achieved 2 Gold and 1 Silver medals. See page 12 for more information on New Zealand's performance at the Beijing 2022 Winter Olympic Games.			
Medals at Paralympic Winter Games	PyeongChang 2018: 3 medals	Beijing 2022: 2+	4
This measure is included in the 2021/22 SPE. The New Zealand Winter Paralympic Team achieved 1 Gold, 1 Silver, 2 Bronze medals. See page 12 for more information on New Zealand's performance at the Beijing 2022 Winter Olympic Games.			

¹⁵ The virtual Olympic medal table predicts the number of medals that will be won by each country, based on current performance: <http://www.gracenote.com/virtual-medal-table/>

¹⁶ The number of Gold medals at Paralympic Summer Games is a measure in the Vote Sport and Recreation Estimates of Appropriation 2021/22. The original measure published in the 2019/20 Statement of Performance Expectations and the 2018-2022 Statement of Intent prior to the Tokyo 2020 Paralympic Games also focused on the number of gold medals achieved. The target for the Paris cycle includes all medals achieved.

	2019/20 result	2020/21 result	2021/22 target	2021/22 result
Number of New Zealand athletes placed in the top 3, top 5, and top 8 in the world in Olympic disciplines in their pinnacle events	Top 3: 19 Top 5: 27 Top 8: 43	Top 3: 7 Top 5: 12 Top 8: 19	Top 3: 5 Top 5: 8 Top 8: 15	Top 3: 27 Top 5: 36 Top 8: 52
This measure is included in the Vote Sport and Recreation Estimates of Appropriation 2021/22. It is designed to track performance in the lead up to an Olympic Games. It records results in pinnacle events for Olympic sports benchmarked against the annual results for the comparative year in the previous Olympic cycle. For example, 2015 is compared to 2019 as they were both one year before the Olympic Games (prior to postponement of the 2020 Games). The 2021/22 results report on the 2021 calendar year. The Tokyo 2020 Olympic Games took place in 2021, as well as several World Championships, particularly for winter Olympic sports.				
Number of New Zealand athletes in the top 3 and top 5 in the world in Paralympic disciplines in their pinnacle events	Top 3: 18 Top 5: 29	Top 3: 0 Top 5: 0	Top 3: 1 Top 5: 1	Top 3: 12 Top 5: 21
This measure is included in the Vote Sport and Recreation Estimates of Appropriation 2021/22. It is designed to track performance in the lead up to a Paralympic Games. It records results in pinnacle events for Paralympic sports benchmarked against the annual results for the comparative year in the previous Paralympic cycle. For example, 2015 is compared to 2019 as they were both one year before the Paralympic Games (prior to postponement of the 2020 Games). The 2021/22 results report on the 2021 calendar year and are all Paralympic Games results.				
Inspiring and engaging New Zealanders				
Percentage of New Zealanders who say they are inspired by athletes and teams	N/A	N/A	Meet or exceed baseline 73%	Young people: 36.43% Adults: 33.43%
This measure is included in the 2021/22 SPE. The baseline was published in the 2021/22 SPE as indicative based on research conducted by the New Zealand Olympic Committee and PwC between 2016 and 2019 on perceptions of the New Zealand Team. 2021/22 results are from the 2021 Active NZ survey. It is not possible to get a general population result for this measure. These results report young people and adults who are very inspired by New Zealand athletes and teams. Young people are 12-17 years old.				
Percentage of New Zealanders who follow High Performance Sport New Zealand-funded sports	N/A	N/A	Establishing baseline	Young people: 49.93% Adults: 49.57%
This measure is included in the 2021/22 SPE. To follow a sport is defined as watching it on television, listening to it on the radio, following it on social media, or attending events to watch. The 2021/22 result is from the 2021 Active NZ survey and report people who follow at least one funded sport.				

Impact Indicators

	2019/20 result	2020/21 result	2021/22 target	2021/22 result
Performance Pathways				
Percentage of coaches and athletes who believe direct support from HPSNZ (incl. grants and specialist services) positively impacts performance	Athletes: 85% Coaches: 84%	Athletes: 86% Coaches: 88%	Athletes: 80% Coaches: 80%	Athletes: 82% Coaches: 84%
This measure is included in the 2021/22 SPE and the Vote Sport and Recreation Estimates of Appropriation 2021/22. HPSNZ directly supports athletes through the allocation of grants and provision of specialist and expert services, such as exercise physiology, biomechanics, strength and conditioning, nutrition, physiotherapy, massage, planning, athlete life, and medical services. The 2021/22 results report ratings of 'good' and above. These results are consistent with previous years.				
Percentage of athletes and coaches who believe they have access to the facilities that support their development	N/A	N/A	Establishing baseline	Not reported
This measure is included in the 2021/22 SPE. It is unable to be reported in 2021/22 due to delays HPSNZ has experienced in establishing effective and regular survey mechanisms for coaches and athletes. HPSNZ intends to report on this measure next year.				
Wellbeing and Engagement				
Percentage of athletes who believe their performance environment supports inclusiveness and diversity	N/A	N/A	Establishing baseline	Not reported
Percentage of athletes and coaches who trust that integrity or wellbeing issues are handled effectively and appropriately	N/A	N/A	Establishing baseline	Not reported
The above two measures are included in the 2021/22 SPE. They are unable to be reported in 2021/22 due to delays HPSNZ has experienced in establishing effective and regular survey mechanisms for coaches and athletes. HPSNZ intends to report on these measures next year.				
Funding and Investment				
Percentage of athletes who agree they have improved financial security	N/A	N/A	Establishing baseline	Not reported
This measure is included in the 2021/22 SPE. It is unable to be reported in 2021/22 due to delays HPSNZ has experienced in establishing effective and regular survey mechanisms for coaches and athletes. HPSNZ intends to report on this measure next year.				

Key Deliverables

	2019/20 result	2020/21 result	2021/22 target	2021/22 result
Performance Pathways				
Percentage of Podium Sports with agreed performance pathways	N/A	N/A	100%	100%
This measure is included in the 2021/22 SPE. Podium Sports have a consistent recent history of podium performances at pinnacle events, as well as strong evidence that podium performances at future pinnacle events are likely to occur. An agreed performance pathway outlines the frameworks that describe the progression, transition and performance stages of athletes and coaches throughout sports' high performance programmes. NSOs' performance pathways are agreed during the investment process.				
Percentage of NSOs that have agreed long-term innovation plan	N/A	N/A	60%	60%
This measure is included in the 2021/22 SPE. Long-term innovation plans are unique to each Podium Sport NSO and are designed to support NSOs and HPSNZ align projects and planning with the pinnacle events cycle.				
Number of pre-high performance athletes identified	N/A	N/A	450	256
This measure is included in the 2021/22 SPE. HPSNZ has not met the target in 2021/22 but is focused on ensuring the right quality of athletes have been identified and are appropriately supported in the regions.				
Wellbeing and Engagement				
Percentage of funded NSOs with athlete voice mechanisms ¹⁷	N/A	N/A	100%	70%
This measure is included in the 2021/22 SPE and relates to Podium and Aspirational NSOs that receive HPSNZ funding and support services. NSOs' engagement with athletes to seek their views and understand their needs is assessed through the annual and mid-year Health Check. Evidence of athlete voice mechanisms is also available through performance team observations, survey data and formal documents, such as terms of reference or meeting minutes. In 2021/22, 100% of Podium Sports and 56% of Aspirational Sports NSOs have athlete voice mechanisms in place, with a combined result of 65%. The remaining Aspirational Sports have processes in place for athlete feedback and liaison with NSO leaders and many are progressing towards more formal athlete voice mechanisms noting that some Aspirational Sports may only be working with one or two targeted athletes.				
Number of women participating in 'Women in High Performance Sport' programmes	N/A	N/A	72 (2022/23 target - combined cumulative target of cohort one and two)	82
This measure is included in the 2021/22 SPE. The Women in High Performance Sport programmes includes The Residency Fund and Te Hāpaitanga (see page 33 for more information on these initiatives). At 30 June 2022, 82 women are expected to have engaged with the Women in High Performance Sport Programmes by 2022/23: 28 across the two Te Hāpaitanga intakes, 51 in the Te Hāpaitanga satellite groups, and 8 in the Residency Fund. Five women from the second intake of Te Hāpaitanga were previously part of the satellite group in intake 1 and are counted once.				

¹⁷ There are a variety of athlete voice mechanisms NSOs could implement. They include: an internal athlete representative group; athlete appointments on national or international governance Boards, committees and/or advisory groups; processes for athlete liaison directly with high performance management leaders and staff; athletes providing input via an independent players association. Achievement of this target requires all funded NSOs to have at least one mechanism in place.

	2019/20 result	2020/21 result	2021/22 target	2021/22 result
Funding and Investment				
Number of Aspirational Sports funded by HPSNZ	N/A	N/A	10-15	35
This measure is included in the 2021/22 SPE. Aspirational Sports have the potential to inspire New Zealanders and potentially deliver podium performances now or in the future. In the current investment period for 2022-2024, 35 Aspirational Sports are being funded by HPSNZ, including 12 which have not received HPSNZ funding previously.				
Percentage of investments in Aspirational Sports on track to or have met intended investment outcomes	N/A	N/A	80%	Not reported
This measure is included in the 2021/22 SPE. Investment outcomes include strong evidence of tracking towards a top 8 performance. The current investment period began on 1 January 2022 and there is insufficient data at present to assess Podium sports' performances towards investment outcomes.				
Percentage of investments in Podium Sports on track to or have met intended investment outcomes	N/A	N/A	80%	Not reported
This measure is included in the 2021/22 SPE. Investment outcomes include strong evidence of tracking towards a top 8 performance. The current investment period began on 1 January 2022 and there is insufficient data at present to assess Aspirational sports' performances towards investment outcomes.				
All Sport Recovery Package initiatives are funded in accordance with agreed criteria	N/A	100%	100%	100%
This measure is included in the Vote Sport and Recreation Estimates of Appropriation 2021/22. The Sport Recovery Package has three investment outcomes: Reset & Rebuild, Strengthen & Adapt, and Different & Better. Initiatives for these outcomes receive joint ministerial approval before funds are committed and each initiative includes a description of the purpose of funding.				

Engagement with partners

	2019/20 result	2020/21 result	2021/22 target	2021/22 result
Expert advice, guidance and assistance provided to NSOs rated as good or above	All NSO partners: 83% Targeted NSO partners: 91%	All NSO partners: 80% Targeted NSO partners: 82%	80% rate as 'Good' or higher	All NSO partners: 69% Podium NSO partners: 82%
This measure is included in the 2021/22 SPE and in the Vote Sport and Recreation Estimates of Appropriation 2021/22. National Sport Organisations (NSOs) funded through HPSNZ include the categorisations Podium and Aspirational NSOs (known as Targeted and Campaign NSOs respectively before 2021/22). From 1 January 2022, under the new Investment Framework, the term Targeted NSO partners, which describes those receiving higher levels of investment and HPSNZ support services, was changed to Podium NSO partners. Under the Investment Framework, some of the Aspirational NSOs are only receiving HPSNZ funding for the first time and hence only had 6-months of engagement with HPSNZ on which to base their responses to the Partner Confidence Survey. The intention of this measure has been to report ratings of Podium NSOs, because this group of partners receive the majority of HPSNZ funding and support services. The target of 80% reflects this focus on Podium NSO partners. However, the wording of the measure requires all NSO partners funded through HPSNZ to be reported. The 2021/22 results report ratings for all funded NSO Partners and Podium NSO partners separately. The 2019/20 and 2020/21 results only reported the ratings of targeted NSO partners, rather than the ratings for all HPSNZ funded NSO partners, as required by the measure. The 2019/20 and 2020/21 results have therefore been restated to include the ratings for all funded NSO partners and not just Targeted NSO partners.				
Percentage of funded NSOs who agree HPSNZ partners with them to develop strategic priorities and meet strategic outcomes	N/A	N/A	Establishing baseline	All funded NSO partners: 65% Podium NSO partners: 62%
This measure is included in the 2021/22 SPE. The intention of this measure is to report results of Podium sports, who receive the majority of HPSNZ funding and support services. As the wording of this measure requires all NSO partners funded through HPSNZ to be reported on, the results for all funded NSO partners (Podium and Aspirational) and Podium NSO partners are included in 2021/22. These results are from the 2022 Partner Confidence Survey and report the proportion of partners who agree (with a net 'good'/'excellent' rating) that HPSNZ partners with their sport to develop strategic priorities and meet strategic outcomes.				

Cost of Service by Output Expense - High Performance Sport

ACTUAL 2021 \$000		ACTUAL 2022 \$000	BUDGET 2022 \$000
REVENUE			
62,192	Crown funding	62,192	62,192
3,775	Other operating revenue	5,411	5,145
65,967	Total revenue	67,603	67,337
LESS EXPENSES			
42,950	Sector investments and consulting	43,147	44,340
75	Infrastructure investment	-	10,872
3,978	Programme management	3,920	4,105
6,297	Technical advice and resources	6,886	8,963
11,400	High performance athlete services	10,937	10,139
64,700	Total expenses	64,890	78,419
1,267	Net operating surplus/(deficit) before recovery package	2,713	(11,082)
RECOVERY PACKAGE			
10,072	Crown funding	10,800	10,800
LESS EXPENSES			
6,172	Sector investments and consulting	7,467	7,580
413	Operating expenditure	2,471	4,720
6,585	Total expenses	9,938	12,300
3,487	Net operating surplus/ (deficit) from recovery package	862	(1,500)
4,754	Net operating surplus/(deficit) after recovery package	3,575	(12,582)

Output Class Three – Prime Minister’s Scholarships

This appropriation is intended to achieve elite sport development through targeted scholarships, supporting elite athletes, coaches and officials, and supporting team members’ concurrent pursuit of tertiary study and elite sport development.

We monitor the efficiency of the programme by looking at the administration costs and have targets in place for the number of scholarships awarded.

	2019/20 result	2020/21 result	2021/22 target	2021/22 result
Number of athlete scholarships awarded	354	321	300	325
This measure is included in the 2021/22 SPE. It is based on the 2021 calendar year.				
Number of coach, official and support team scholarships awarded	192	75	100	67
This measure is included in the 2021/22 SPE. It is based on the 2021 calendar year. The below-target result for 2021/22 can be attributed to several factors, including: low application demand, limited international travel opportunities, a broader focus across the sector on the Tokyo 2020 Olympic and Paralympic Games, and people movement across the sector.				
Administration costs are less than 4% of the total funding	3.4%	1.3%	4%	2.04%
This measure is included in the 2021/22 SPE. It is based on the 2021/22 financial year. The below-target result can be attributed to fewer scholarship ceremonies during the latter half of 2021 due to COVID-19 restrictions and fewer Prime Minister’s scholarships awarded overall.				

Cost of service by output expense – Prime Minister’s Scholarships

ACTUAL 2021 \$000		ACTUAL 2022 \$000	BUDGET 2022 \$000
REVENUE			
4,250	Crown funding	4,250	4,250
4,250	Total revenue	4,250	4,250
LESS EXPENSES			
3,073	Sector investments and consulting	2,981	4,250
57	Programme management	87	108
3,130	Total expenses	3,068	4,358
1,120	Net operating surplus/ (deficit)	1,182	(108)

Independent Auditor's Report



To the readers of Sport and Recreation New Zealand's group financial statements and performance information for the year ended 30 June 2022.

The Auditor-General is the auditor of Sport and Recreation New Zealand group (the Group). The Auditor-General has appointed me, Christopher Ussher, using the staff and resources of PricewaterhouseCoopers, to carry out the audit of the financial statements and the statement of performance of the Group on his behalf.

Our opinion

We have audited:

- the financial statements of the Group on pages 65 to 93, that comprise the statement of financial position as at 30 June 2022, the statement of comprehensive revenue and expense, the statement of changes in equity and the statement of cash flows for the year ended on that date and the notes to the financial statements including a summary of significant accounting policies and other explanatory information; and
- the statement of performance of the Group on pages 45 to 59.

In our opinion:

- the financial statements of the Group on pages 65 to 93:
 - present fairly, in all material respects:
 - its financial position as at 30 June 2022; and
 - its financial performance and cash flows for the year then ended; and
 - comply with generally accepted accounting practice in New Zealand in accordance with Public Benefit Entity Reporting Standards; and
- the statement of performance on pages 45 to 59:
 - presents fairly, in all material respects, the Group's performance for the year ended 30 June 2022, including:
 - for each class of reportable outputs:
 - its standards of delivery performance achieved as compared with forecasts included in the statement of performance expectations for the financial year; and
 - its actual revenue and output expenses as compared with the forecasts included in the statement of performance expectations for the financial year.
 - complies with generally accepted accounting practice in New Zealand.

Our audit was completed on 30 November 2022. This is the date at which our opinion is expressed.

The basis for our opinion is explained below. In addition, we outline the responsibilities of the Board of Directors and our responsibilities relating to the financial statements and the statement of performance, we comment on other information, and we explain our independence.

Basis for our opinion

We carried out our audit in accordance with the Auditor-General's Auditing Standards, which incorporate the Professional and Ethical Standards and the International Standards on Auditing (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board. Our responsibilities under those standards are further described in the Responsibilities of the auditor section of our report.

We have fulfilled our responsibilities in accordance with the Auditor-General's Auditing Standards.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Board of Directors for the financial statements and the statement of performance

The Board of Directors is responsible on behalf of the Group for preparing financial statements and statement of performance that are fairly presented and comply with generally accepted accounting practice in New Zealand. The Board of Directors is responsible for such internal control as it determines is necessary to enable it to prepare financial statements and statement of performance that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements and the statement of performance, the Board of Directors is responsible on behalf of the Group for assessing the Group's ability to continue as a going concern. The Board of Directors is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless there is an intention to merge or to terminate the activities of the Group, or there is no realistic alternative but to do so.

The Board of Directors' responsibilities arise from the Crown Entities Act 2004, the Public Finance Act 1989 and the Sport and Recreation New Zealand Act 2002.

Responsibilities of the auditor for the audit of the financial statements and the statement of performance

Our objectives are to obtain reasonable assurance about whether the financial statements and the statement of performance, as a whole, are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit carried out in accordance with the Auditor-General's Auditing Standards will always detect a material misstatement when it exists. Misstatements are differences or omissions of amounts or disclosures, and can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers, taken on the basis of these financial statements and the statement of performance.

For the budget information reported in the financial statements and the statement of performance, our procedures were limited to checking that the information agreed to the Group's statement of performance expectations.

We did not evaluate the security and controls over the electronic publication of the financial statements and the statement of performance.

Independent Auditor's Report: Continued

As part of an audit in accordance with the Auditor-General's Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Also:

- We identify and assess the risks of material misstatement of the financial statements and the statement of performance, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors.
- We evaluate the appropriateness of the reported statement of performance within the Group's framework for reporting its performance.
- We conclude on the appropriateness of the use of the going concern basis of accounting by the Board of Directors and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements and the statement of performance or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the financial statements and the statement of performance, including the disclosures, and whether the financial statements and the statement of performance represent the underlying transactions and events in a manner that achieves fair presentation.
- We obtain sufficient appropriate audit evidence regarding the financial statements and the statement of performance of the entities or business activities within the Group to express an opinion on the consolidated financial statements and the consolidated statement of performance. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

We communicate with the Board of Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Our responsibilities arise from the Public Audit Act 2001.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report but does not include the financial statements, the statement of performance and our auditor's report thereon.

Our opinion on the financial statements and statement of performance does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon.

In connection with our audit of the financial statements and the statement of performance, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and statement of performance or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Independence

We are independent of the Group in accordance with the independence requirements of the Auditor-General's Auditing Standards, which incorporate the independence requirements of Professional and Ethical Standard 1: *International Code of Ethics for Assurance Practitioners* issued by the New Zealand Auditing and Assurance Standards Board.

Our firm carried out other services for the Group in the area of tax consulting services, which also included associated legal advice regarding the nature and taxation implications of certain contracts. The provision of these other services has not impaired our independence as auditor of the Group.



Christopher Ussher
On behalf of the Auditor-General
Wellington, New Zealand

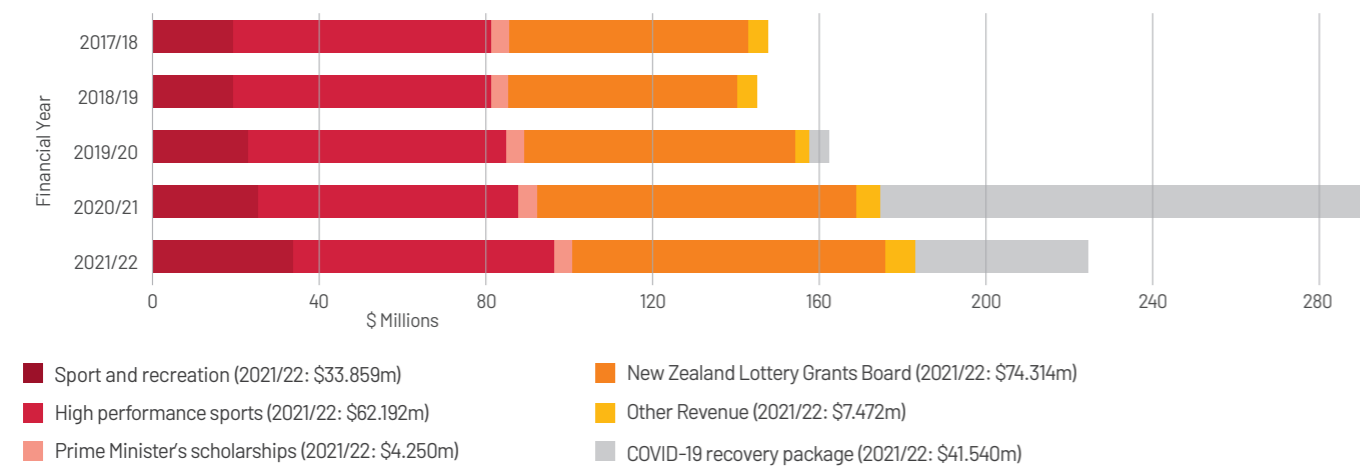


PricewaterhouseCoopers

Financial Overview

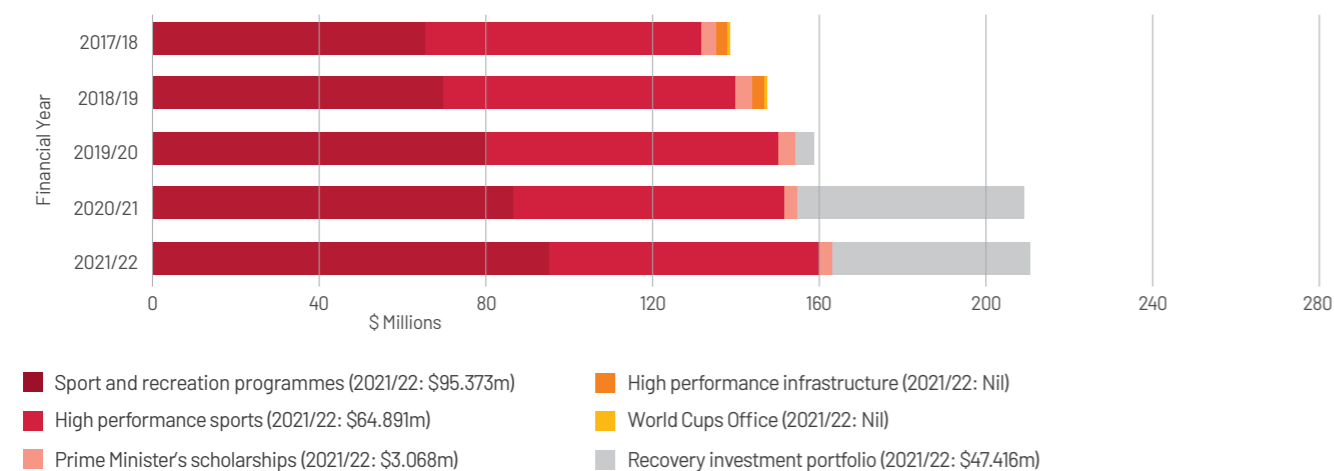
The financial information presented within this annual report is for Sport New Zealand (Sport NZ) and the consolidated Sport NZ Group (the Group), comprising Sport NZ and its wholly-owned subsidiary High Performance Sport New Zealand (HPSNZ) and the New Zealand Sports Foundation Charitable Trust (NZSFCT), in which Sport NZ has a controlling interest.

Analysis of revenue from 2017/18 to 2021/22



Crown funding (excluding the COVID-19 Recovery Package) has increased by \$8.210 million (2020/21: \$2.855 million) for the 2021/22 year, to fund a cross agency, school based programme referred to as Healthy Active Learning. Lotto revenue is \$2.407 million less than 2020/21. COVID-19 Recovery Packing funding of \$41.540 million was received in 2021/22 (2020/21: \$117.193 million).

Analysis of expenditure from 2017/18 to 2021/22



This chart shows how Group expenditure has been allocated across outputs since 2017/18. Sport NZ Expenditure related to Sport and Recreation programmes has increased in the last two years, utilising reserves, and additional Crown and Lottery Grants Board Funding. Recovery investment portfolio expenditure decreased by \$7.016 million from 2020/21 as recovery initiatives continued this year.

Financial Statements

Statement of comprehensive revenue and expense

For the year ended 30 June 2022

ACTUAL 2021 \$000		ACTUAL 2022 \$000	BUDGET 2022 \$000
REVENUE			
209,284	Crown funding	141,841	159,271
76,721	New Zealand Lottery Grants Board	74,314	70,477
1,682	Racing Industry Act revenue	4,101	5,800
955	Interest revenue	1,661	665
2,063	Sundry revenue	1,710	2,129
290,705	Total revenue	223,627	238,342
EXPENDITURE			
SECTOR INVESTMENTS			
793	Investment consulting	514	2,438
94,307	Partner investments	103,122	126,538
75	Infrastructure investments	-	10,786
6,264	COVID-19 relief package	-	-
53,893	Recovery investment portfolio	43,168	70,607
155,332	Total sector investments	146,804	210,369
COST OF SERVICES			
262	Board members' remuneration	19	277
28,328	Personnel costs	4	30,440
12,881	Professional and technical services	5	15,005
2,499	Leased property		2,520
1,374	Depreciation and amortisation	10,12	1,304
8,558	Other operating costs	6	14,397
53,902	Total operating expenditure	63,943	65,423
209,234	Total expenditure	210,747	275,792
81,471	Net Operating Surplus/(Deficit)	12,880	(37,450)
7	Gain/ (loss) on disposal of assets	(2)	-
81,478	Surplus/(Deficit)	12,878	(37,450)
81,478	Total comprehensive revenue and expense	12,878	(37,450)

This financial statement is to be read in conjunction with the accounting policies and notes to the financial statements. Explanations for major variances against budget are provided in note 23.

Financial Statements: Continued

Statement of financial position

At 30 June 2022

ACTUAL 2021 \$000		ACTUAL 2022 \$000	BUDGET 2022 \$000	
ASSETS				
CURRENT ASSETS				
51,323	Cash and cash equivalents	7	70,421	948
29,543	Trade and other receivables	8	25,791	18,370
1,571	Prepayments		1,009	150
61,550	Investments	9	60,570	72,585
143,987	Total current assets		157,791	92,053
NON-CURRENT ASSETS				
2,890	Property, plant and equipment	10	2,500	3,593
1,147	Intangible assets	12	1,211	1,588
4,037	Total non-current assets		3,711	5,181
148,024	Total assets		161,502	97,234
LIABILITIES				
CURRENT LIABILITIES				
8,598	Trade and other payables	13	8,979	8,750
964	Revenue received in advance	14	845	878
2,029	Employee entitlements	15	2,367	2,133
11,591	Total current liabilities		12,191	11,761
NON-CURRENT LIABILITIES				
18	Provisions		18	18
18	Total non-current liabilities		18	18
11,609	Total liabilities		12,209	11,779
136,415	Net assets		149,293	85,455
REPRESENTED BY:				
54,937	Public equity		136,415	122,905
81,478	Total revenue and expenditure		12,878	(37,450)
136,415	Public equity		149,293	85,455

This financial statement is to be read in conjunction with the accounting policies and notes to the financial statements. Explanations for major variances against budget are provided in note 23.

Statement of changes in equity

For the year ended 30 June 2022

ACTUAL 2021 \$000		ACTUAL 2022 \$000	BUDGET 2022 \$000
54,937	Opening public equity	136,415	122,905
81,478	Total comprehensive revenue and expense for the year	12,878	(37,450)
136,415	Closing public equity	149,293	85,455

This financial statement is to be read in conjunction with the accounting policies and notes to the financial statements. Explanations for major variances against budget are provided in note 23.

Financial Statements: Continued

Statement of cash flows

For the year ended 30 June 2022

ACTUAL 2021 \$000		ACTUAL 2022 \$000	BUDGET 2022 \$000
CASH FLOWS FROM OPERATING ACTIVITIES			
209,284	Crown funding	141,841	159,271
71,155	New Zealand Lottery Grants Board	79,643	77,477
	- Racing Industry Act revenue	5,137	-
3,260	Sundry revenue	(586)	9,952
968	Interest revenue	1,248	665
(1,669)	Goods and services tax	96	-
(145,809)	Sector investment	(146,582)	(210,895)
(23,488)	Other payments	(31,322)	(33,427)
(29,004)	Payments to employees	(30,379)	(30,062)
84,697	Net cash flow from operating activities	19,096	(27,019)
CASH FLOWS FROM INVESTING ACTIVITIES			
12	Disposal of property, plant and equipment	5	-
	- Investments maturing	(25,000)	29,675
(341)	Purchase of property, plant and equipment	10	(2,739)
(543)	Purchase of intangible assets	12	-
(44,264)	Acquisitions of investments	25,980	-
(45,136)	Net cash flow from investing activities	2	26,936
39,561	Net increase / (decrease) in cash and cash equivalents	19,098	(83)
11,762	Cash and cash equivalents at 1 July	51,323	1,031
51,323	Cash and cash equivalents at 30 June	70,421	948

This financial statement is to be read in conjunction with the accounting policies and notes to the financial statements. Explanations for major variances against budget are provided in note 23.

The GST (net) component of operating activities reflects the GST paid and received with the Inland Revenue Department. The GST (net) component has been presented on a net basis, as the gross amounts do not provide meaningful information for financial statement purposes.

Reconciliation of net Surplus/ (deficit)

For the year ended 30 June 2022

ACTUAL 2021 \$000		ACTUAL 2022 \$000
81,478	Surplus	12,878
Add/(deduct) non-cash items		
1,374	Depreciation and amortisation	1,304
(7)	Loss/(gain) on disposal of assets	2
1,367	Total non-cash items	1,306
Add/(deduct) movements in working capital items		
1,851	Trade and other receivables	4,800
13	Interest receivable	(413)
(1,291)	Prepayments	562
1,770	Trade and other payables	(256)
(78)	Revenue received in advance	(119)
(413)	Employee entitlements	338
1,852	Net movement in other working capital items	4,912
84,697	Net cash flows from operating activities	19,096

Notes to the Financial Statements

1. Statement of accounting policies for the year ended 30 June 2022

Reporting entity

The accompanying notes form an integral part of the financial statements. These financial statements are for the Group for the year ended 30 June 2022 and were authorised for issue on 30 November 2022. The Group comprises the parent entity, Sport and Recreation New Zealand (Sport NZ), its wholly owned subsidiary, High Performance Sport New Zealand Limited (HPSNZ), and the New Zealand Sports Foundation Charitable Trust (NZSFCT) in which Sport NZ has a controlling interest.

Sport NZ is a Crown entity as defined by the Crown Entities Act 2004 and is domiciled and operates in Aotearoa New Zealand. The relevant legislation governing Sport NZ's operations are the Crown Entities Act 2004 and the Sport and Recreation New Zealand Act (2002). Sport NZ's ultimate parent is the New Zealand Crown.

Sport NZ was established as a Crown entity on 1 January 2003 under the Sport and Recreation New Zealand Act 2002 (the Act) to "promote, encourage and support physical recreation and sport in Aotearoa New Zealand". Its functions are set out in section 8 of the Act, which incorporates the functions of HPSNZ.

The NZSFCT commenced activities on 1 September 1995 and was granted charitable status under the Income Tax Act 1994, in August 1995. The NZSFCT was registered as a charitable entity under the Charities Act 2005 on 30 June 2008. The objects of the NZSFCT include: to promote, organise, and provide for and assist in the promotion and organisation of sport, and participation in sport in the community, for the purpose of promoting the health, education, and development of individuals and communities.

Although a separate legal entity from Sport NZ, the Trustees are appointed by the Sport NZ Board and include members of the Sport NZ Board.

The Group does not operate to make a financial return and is designated a Public Benefit Entity (PBE) for financial reporting purposes.

Basis of preparation

The financial statements have been prepared on a going concern basis, and the accounting policies have been applied consistently throughout the period.

There have been no changes to accounting policies from the prior period.

Statement of compliance

The financial statements of the Group have been prepared in accordance with the requirements of the Crown Entities Act 2004, which includes the requirement to comply with Aotearoa New Zealand generally accepted accounting practice (NZ GAAP).

The financial statements have been prepared in accordance with Tier 1 PBE Reporting standards.

Measurement base

The financial statements have been prepared on the historical cost basis.

Presentation currency and rounding

The financial statements are presented in New Zealand dollars and all values are rounded to the nearest thousand dollars (\$'000).

New accounting standards adopted

PBE IPSAS40 PBE Combinations

The XRB issued PBE IPSAS40 PBE Combinations in July 2019. This standard supersedes PBE IFRS 3 Business Combinations. It is effective for reporting periods beginning on or after 1 January 2021. The new standard did not have a significant effect on the Group's financial statements.

Standards issued and not yet effective and not early adopted

PBE IPSAS 41 Financial Instruments

The XRB issued PBE IPSAS 41 Financial Instruments in March 2019. The standard supersedes PBE IFRS 9 Financial Instruments, which were issued as an interim standard. It is effective for reporting periods beginning on or after 1 January 2022. The Group is currently assessing the effect of the new standard. However, it does not expect any significant changes.

PBE FRS 48 Service Performance Reporting

The XRB issued PBE FRS 48 Service Performance Reporting in November 2017. It is effective for reporting periods beginning on or after 1 January 2022. This Standard establishes the reporting requirements of service performance information in order to better meet the needs of users of general purpose financial reports of public benefit entities. The Group is currently assessing the effect of the new standard. However, it does not expect any significant changes.

PBE IFRS 17 Insurance Contracts

PBE IFRS 17 Insurance Contracts was issued on 4 July 2019 and is effective for reporting periods beginning on or after 1 January 2023. This standard establishes principles for the recognition, measurement, presentation and disclosure of insurance contracts within the scope of the Standard. The objective of PBE IFRS 17 is to ensure that an entity provides relevant information that faithfully represents those contracts. The Group is currently assessing the effect of the new standard. However, it does not expect any significant changes.

Summary of significant accounting policies

Significant accounting policies are included in the notes to which they relate. Significant accounting policies that do not relate to a specific note are outlined below.

Basis of consolidation

The consolidated financial statements are prepared by adding together like items of assets, liabilities, equity, income, and expenses on a line-by-line basis and eliminating all significant intragroup balances, transactions, income and expenses upon consolidation.

Goods and services tax (GST)

All items in the financial statements are presented exclusive of GST, except for receivables and payables, which are presented on a GST inclusive basis. Where GST is not recoverable as input tax, it is recognised as part of the related asset or expense. The net amount of GST recoverable from, or payable to the IRD is included as part of receivables or payables in the Statement of Financial Position.

The net GST paid to, or received from, the IRD, including the GST relating to investing and financing activities, is classified as a net operating cash flow in the Statement of Cash Flows.

Commitments and contingencies are disclosed exclusive of GST.

Income tax

Sport NZ and HPSNZ are public authorities and the NZSFCT is a registered charity, consequently the Group is exempt from income tax.

Budget figures

The budget figures for the year ended 30 June 2022 are derived from the Statement of Performance Expectations (SPE) 1 July 2021 – 30 June 2022 as approved by the Sport NZ Board on 24 June 2021.

The budget figures were prepared in accordance with NZ GAAP using accounting policies that are consistent with those adopted by the Board for the preparation of the financial statements.

Cost allocation

Within the cost of service statements, the cost of outputs has been determined through a combination of direct cost allocation and indirect cost allocation. Costs directly attributed to an output are allocated to that output. Indirect costs comprise expenditure related to the Executive, Strategy, Policy, Corporate Services, Business Operations, Marketing and Communications. These are allocated to outputs based on the proportional share of fulltime equivalent employees (FTEs) working directly on each output.

Critical accounting estimates and assumptions

In preparing these financial statements, the Group has made estimates and assumptions concerning the future that may differ from actual subsequent events. These estimates and assumptions are based on historical experience and other factors, including reasonable expectations as to likely future events, and continual re-evaluation of expectations in the light of new information.

There were no critical accounting estimates or assumptions applied in preparing the financial statements that were considered to have involved significant risk to require material adjustment to the carrying amounts of assets and liabilities in the next financial year.

Critical judgements in applying accounting policies

In preparing the financial statements, no critical judgements were made in the application of accounting policies that are considered to have involved significant risk, to require material adjustment to the carrying amounts of assets and liabilities in the next financial year.

Notes to the Financial Statements: Continued

2. Revenue

ACTUAL 2021 \$000		ACTUAL 2022 \$000
CROWN FUNDING		
25,649	Sport and recreation programmes	33,859
62,192	High performance sport	62,192
4,250	Prime Minister's sport scholarships	4,250
117,193	COVID-19 recovery package	41,540
209,284	Total crown funding	141,841
OTHER REVENUE		
76,721	New Zealand Lottery Grants Board	74,314
1,682	Racing Industry Act revenue	4,101
955	Interest revenue	1,661
2,063	Sundry revenue	1,710
-	Shared service revenue	-
290,705	Total revenue	223,627

Revenue recognition

Revenue from non-exchange transactions is measured at the amount of the increase in net assets recognised by the Group. Revenue from exchange transactions is measured at the fair value of the consideration received or receivable.

Crown funding

The Crown directly provides funding to the Group for the specific purpose and objectives of Sport NZ and HPSNZ, as set out in the SPE and according to the scope of relevant government appropriations. Crown funding is derived from non-exchange transactions.

The Group considers there are no conditions attached to Crown funding, with the exception of the COVID-19 recovery package. The COVID-19 recovery package has an additional restriction that all spending is subject to the Minister for Sport and Recreation and the Minister of Finance being jointly satisfied that the proposed spending is cost-effective and implementation ready. Crown funding is recognised as revenue when funding is due to be received and is reported in the financial period relating to which it was appropriated.

New Zealand Lottery Grants Board

Sport NZ receives annual funding from the NZ Lottery Grants Board (NZLGB) who in turn receive it from LottoNZ. Sport NZ receives 20% of LottoNZ net profits and is accountable to the Minister for Sport and Recreation for the administration, distribution and expenditure of its lottery funding. The Group considers there are no conditions attached to NZLGB funding. NZLGB revenue is derived from non-exchange transactions.

Sport NZ also receives annual funding from the NZLGB for Water Safety New Zealand. Sport NZ is responsible for monitoring and oversight of the investment funding provided by NZLGB for Water Safety NZ. This is recognised as revenue and expenditure in the Statement of Comprehensive Revenue and Expense.

Racing Act Revenue

Sport NZ receives quarterly funding in terms of the Racing Industry Act. This revenue is received from the New Zealand Racing Board (NZRB) and the Department of Internal Affairs (DIA) and is recognised in the period to which they relate. The Racing Industry Act revenue is derived from Non-exchange transactions.

Interest

Interest revenue is recognised by accruing on a time proportion basis the interest due from investments.

Interest revenue is derived from exchange transactions.

3. Sector investment

ACTUAL 2021 \$000		ACTUAL 2022 \$000
	Partner investment and investment consulting	
49,077	Sport and recreation programmes	57,508
43,025	High performance sport	43,147
3,073	Prime Minister's Sport Scholarships	2,981
95,175	Sub-total	103,636
53,893	Recovery investment portfolio	43,168
6,264	COVID-19 relief package	-
155,332	Total sector investments	146,804

Investment consulting

Costs associated with engaging consultants to provide professional advice directly to partner organisations are recognised in the Statement of Comprehensive Revenue and Expense as 'Investment consulting' expense under 'Sector investments'.

Partner investments and infrastructure investment

The Group provides funding to organisations in the sport and recreation sector to meet its primary objectives. This expenditure is recognised as an expense in the Statement of Comprehensive Revenue and Expense as either partner investments or infrastructure investments.

Investment with substantive conditions is expensed when the contract requirements are met.

Investment without substantive conditions that need to be subsequently met, is expensed at payment date.

The Group must exercise judgement when recognising investment expenditure to determine whether contracted requirements have been satisfied. This judgement is based on the facts and circumstances that are evident for each contract.

COVID-19 Relief Package

On 7 May 2020 Sport NZ announced the creation of a \$25 million relief package available to the sport, play and active recreation sector as an immediate response to the effects of the COVID-19 pandemic. These funds were made available through savings, the re-prioritisation of Sport NZ's work programme, and potentially drawing down on cash reserves. A further \$0.5 million was contributed by the NZSFCT, which brought the total package to \$25.5 million.

In the past two financial years, \$13.884 million of this package was spent as originally intended, with the unspent portion brought back into equity. These unspent funds include the provision of support for ongoing costs incurred administering the COVID-19 Recovery Investment Portfolio.

Notes to the Financial Statements: Continued

Recovery Investment Portfolio

As part of Budget 2020 the Minister for Sport and Recreation announced a four-year \$264.6 million Recovery Package into the Sport and Recreation sector.

Recovery investment amounting to \$43.168 million (2021: \$53.893 million) was distributed to the sector during the year under review. The Recovery investment has been allocated as follows:

ACTUAL 2021 \$000		ACTUAL 2022 \$000
1,546	Alert level contingency fund	7,442
15,090	Community resilience fund – phase 2	-
852	Individual financial hardship	1,478
120	Kaupapa Māori response plan	501
2,382	National partner strengthen and adapt	8,002
6,172	National partner support – HPSNZ	7,467
6,360	National partner support – Sport NZ	1,968
4,732	National sports leagues	-
4,060	Professional teams	1,895
8,000	Tū Manawa Active Aotearoa	8,000
4,579	World Cup facilities	6,415
53,893	Total recovery investment portfolio	43,168

Alert level contingency fund

A \$25 million fund is being held as a contingency for potential increases in alert levels. During the year contingency funding has been used to contribute to the costs associated with managed isolation quarantine (MIQ) related to significant events where the National Sport Organisation is unable to meet the full cost.

Community resilience fund – phase 2

This fund provided financial support to play, active recreation or sport organisations who had been experiencing financial hardship as a result of COVID-19 in the period 1 July to 30 September 2020.

Individual hardship fund

The individual hardship fund is a \$3 million fund, spread over three financial years, intended to help individuals, particularly children, young people and their whānau, by providing financial support to help cover the cost of items such as sports shoes, equipment and transport so they can participate in physical activity opportunities.

Kaupapa Māori response plan

The COVID-19 Kaupapa Māori Response Plan is a unique, holistic, Te Ao Māori approach that focuses on culturally distinctive pathways to enable Māori to succeed as Māori through play, active recreation, and sport.

National partner strengthen and adapt

This programme supports 21 national partners in a process to strengthen and adapt their organisations into the future to ensure they emerge strong and resilient from the pandemic.

National partner support – HPSNZ and Sport NZ

This fund aimed at supporting partners in rebuilding critical capacity that was lost because of COVID-19 and was vital to the partner achieving its outcomes and requirements associated with Sport NZ Partnerships investment.

National sports leagues

In the previous financial year, funding was provided to existing National Sport Organisations to support their premier national leagues affected by COVID-19. No funding was provided for this in the year under review.

Professional teams

This fund provided financial support to professional franchises to ease the financial impact of COVID-19.

Tū Manawa Active Aotearoa

Tū Manawa Active Aotearoa provides funding for the delivery of play, active recreation and sporting activities for children and young people. This fund has a particular focus on groups who are less active, including girls and young women, disabled people and those living in higher deprivation communities.

World Cup accessible facilities

Funding has been allocated to support gender-neutral facilities at match venues and training grounds that teams will use during the upcoming World Cup tournaments to be hosted by New Zealand. Specifically, funds were spent on the ICC Women's Cricket World Cup that was held in March and April 2022, with further funds being allocated to the upcoming Women's Rugby World Cup (October/November 2022) and the FIFA Women's Football World Cup (July/August 2023).

More detail on the Recovery Package is provided on the Sport New Zealand Website: sportnz.org.nz/resources/support-for-investment-partners/

Sector investments by appropriation

A breakdown of sector investments made to individual organisations is available on sportnz.org.nz.

Notes to the Financial Statements: Continued

4. Personnel costs

ACTUAL 2021 \$000		% OF REVENUE EXCLUDING RECOVERY FUNDING	ACTUAL 2022 \$000
SALARY AND WAGES			
14,580	Sector support	9%	15,388
6,628	Athlete services	3%	6,208
6,198	Corporate and business operations	4%	6,702
27,406	Total salaries and wages		28,298
606	Other personnel costs		1,008
738	Employer contributions to defined contribution schemes		791
(422)	Increase in employee entitlements		343
28,328	Total personnel costs		30,440

Salary and wages

Salaries and wages are recognised as an expense as employees provide services. The split in salaries and wages represents three high level functional groupings:

- Sector support represents staff working directly to the sector to provide knowledge, advice and technical expertise.
- Athlete services includes specialists who provide direct performance support to athletes in exercise physiology, psychology, strength and conditioning, nutrition, biomechanics, physiotherapy, massage, planning, athlete life, medical and other specialist services.
- Corporate and business operations covers staff providing organisational infrastructure, policy advice, ministerial servicing and corporate services.

Other personnel costs

Other personnel costs include recruitment and professional development costs.

Defined contribution schemes

The Group's contributions to Kiwisaver are recognised as an expense in the Statement of Comprehensive Revenue and Expense as incurred.

5. Professional and technical services

ACTUAL 2021 \$000		ACTUAL 2022 \$000
7,124	Sector support consultants	2,501
2,570	Athlete service contractors	2,626
2,611	Other professional and technical services	9,214
450	Recovery investment portfolio consultants	440
	Fees to the auditor	
120	Annual audit fees (Audit NZ)	14
-	Annual audit fees (PWC)	183
-	Tax Consulting services (PWC)	22
-	Internal audit fees (Grant Thornton)	5
6	Under provision of prior year audit fees	-
12,881	Total professional and technical services	15,005

Sector support consultants represent professional and technical services we engage to directly support the sector.

Athlete service contractors, along with athlete service staff (note 4), represent a key part of the delivery for high performance athlete services.

Other professional and technical services are specialist advice and services engaged by the Group to assist with the delivery of the Group's work programmes and priorities. These services include information technology, research, legal, strategic advice, benchmarking and frameworks advice.

Recovery investment portfolio consultants provide specialist advice and services related to the recovery investment portfolio.

Change of Auditors

During the year, the Auditor-General of New Zealand advised that Audit NZ would no longer be conducting the audit of Sport NZ Group. PWC has been appointed as the auditor of the Group on behalf of the Auditor-General. Prior to PWC being appointed as the auditor of the Group, PWC provided tax consulting services, which also included associated legal advice regarding the nature and taxation implications of certain contracts.

6. Other operating costs

ACTUAL 2021 \$000		ACTUAL 2022 \$000
1,283	Travel	1,146
1,469	Marketing and communications	5,753
2,566	Sector training and programme resources	3,853
3,240	Other operating costs	3,645
8,558	Total other operating costs	14,397

Travel includes all costs related to transport and accommodation for international and domestic business travel.

Marketing and communications costs include campaigns, sponsorship, social media, website, and publications.

Sector training and programme resources include costs associated with developing sector resources, hosting and sector attendance at seminars, workshops and conferences.

Notes to the Financial Statements: Continued

7. Cash and cash equivalents

ACTUAL 2021 \$000		CREDIT RATING	ACTUAL 2022 \$000
1,023	Bank balances and cash held	AA-	1,001
SHORT TERM TREASURY INVESTMENTS (deposits < 90 days)			
-	ANZ	AA-	920
-	ASB Bank	AA-	10,000
10,000	Bank of New Zealand	AA-	-
-	ICBC (NZ)	A	20,000
10,000	Kiwibank	A1	-
20,000	Rabobank NZ	A	25,000
10,300	Westpac	AA-	13,500
50,300	Total short term investments		69,420
51,323	Total cash and cash equivalents		70,421

Cash and cash equivalents include cash on hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less.

While cash and cash equivalents at 30 June 2022 are subject to the expected credit loss requirements of PBE IFRS 9, no

loss allowance has been recognised because the estimated loss allowance for credit losses is trivial.

The credit ratings are all determined by the Standard and Poor's credit agency, except for Kiwibank, which is rated by Moody's. Standard and Poor's does not rate Kiwibank.

8. Trade and other receivables

ACTUAL 2021 \$000		ACTUAL 2022 \$000
26,166	New Zealand Lottery Grants Board	20,837
1,682	Trade receivables due from the Crown	646
210	Interest receivable	623
451	Other trade receivables	2,747
1,034	Goods and services tax	938
29,543	Total trade and other receivables	25,791

All significant trade and other receivables are current. There has been no provision for the impairment of receivables (2020/21: Nil).

All trade and other receivables are unrated.

Trade and other receivables are recorded at the amount due, less an allowance for credit losses. Sport NZ Group applies the simplified expected credit loss model of recognising lifetime expected credit losses for receivables.

In measuring expected credit losses, trade and other receivables have been assessed on a collective basis as they possess shared credit risk characteristics.

Trade and other receivables are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include the debtor being in liquidation.

9. Investments

ACTUAL 2021 \$000			ACTUAL 2022 \$000
INVESTMENTS (deposits > 90 days)			
11,550	ANZ	AA-	10,570
10,000	ASB Bank	AA-	-
5,000	Bank of New Zealand	AA-	20,000
10,000	ICBC (NZ)	A	-
15,000	Kiwibank	A1	20,000
10,000	Westpac	AA-	10,000
61,550	Total Investments		60,570

Term deposits with an initial term of 90 days or more are measured at the amount invested. Interest is subsequently accrued and recorded as interest receivable (note 8).

The weighted average interest rate on treasury investments was 2.57% with an average maturity of 196 days (2020/21: 0.83% and 191).

A loss allowance for expected credit losses is recognised only if the estimated loss is not trivial. There was no impairment provision for treasury investments of 90 days or more at 30 June 2022 (30 June 2021: Nil).

Term deposits are financial assets forming part of financial instruments. Financial instrument risks are discussed more fully in note 21 to the financial statements.

The credit ratings are all determined by the Standard and Poor's credit agency, except for Kiwibank, which is rated by Moody's. Standard and Poor's does not rate Kiwibank.

Notes to the Financial Statements: Continued

10. Property, plant and equipment

	LEASEHOLD IMPROVEMENTS \$000	PLANT AND EQUIPMENT \$000	FURNITURE AND FITTINGS \$000	COMPUTER EQUIPMENT \$000	WIP \$000	TOTAL \$000
COST						
Balance at 1 July 2021	4,657	2,685	1,395	1,343	-	10,080
Additions	-	243	18	173	108	542
Transfers from WIP	-	78	-	-	(78)	-
Reclassification	(47)	(78)	-	-	125	-
Disposals	-	(38)	(16)	(2)	-	(56)
Balance at 30 June 2022	4,610	2,890	1,397	1,514	155	10,566
ACCUMULATED DEPRECIATION						
Balance at 1 July 2021	2,832	2,321	921	1,116	-	7,190
Depreciation expense	481	159	112	174	-	926
Eliminated on disposal	-	(36)	(12)	(2)	-	(50)
Balance at 30 June 2022	3,313	2,444	1,021	1,288	-	8,066
Carrying amount at 30 June 2022	1,297	446	376	226	155	2,500
COST						
Balance at 1 July 2020	4,610	2,575	1,358	1,538	-	10,081
Additions	47	134	37	123	-	341
Disposals	-	(24)	-	(318)	-	(342)
Balance at 30 June 2021	4,657	2,685	1,395	1,343	-	10,080
ACCUMULATED DEPRECIATION						
Balance at 1 July 2020	2,356	2,178	806	1,236	-	6,576
Depreciation expense	476	167	115	197	-	955
Eliminated on disposal	-	(24)	-	(317)	-	(341)
Balance at 30 June 2021	2,832	2,321	921	1,116	-	7,190
Carrying amount at 30 June 2021	1,825	364	474	227	-	2,890

There are no restrictions over the title of the Group's property, plant and equipment nor any property, plant and equipment pledged as security for liabilities.

Property, plant and equipment are shown at cost less any accumulated depreciation and impairment losses.

The Group does not hold any cash-generating assets. Assets are considered cash-generating where their primary objective is to generate a commercial return.

Additions

The cost of an item of property, plant or equipment is recognised as an asset only when it is probable that future economic benefits or service potential associated with the item will flow to the Group and can be measured reliably.

Work in progress is recognised at cost less impairment and is not depreciated.

Costs incurred subsequent to initial recognition are capitalised only when it is probable that future economic benefits or service potential associated with the item will flow to the Group and can be measured reliably.

The costs of day-to-day servicing of property, plant and equipment are expensed when they are incurred.

Disposals

Gains and losses are determined by comparing the proceeds with the carrying amount of the asset. Gains and losses are reported net in the Statement of Comprehensive Revenue and Expense.

Depreciation

Depreciation is provided on a straight-line basis on all property, plant and equipment, at rates that will write off the cost of the assets to their estimated residual values over their useful lives.

The depreciation rates and useful lives associated with major classes of assets have been estimated as follows:

Leasehold improvements	2 to 10 years	(10-50%)
Plant and equipment	2 to 10 years	(10-50%)
Furniture and fittings	4 to 10 years	(10-25%)
Computer equipment	2 to 5 years	(20-50%)

Leasehold improvements are depreciated over the lesser of the unexpired period of the lease or the estimated remaining useful lives of the respective improvements.

The residual value and useful life of an asset is reviewed, and adjusted if applicable, at each balance date.

Impairment of property, plant and equipment

Property, plant and equipment are reviewed for impairment whenever events or changes in the circumstances indicate that the carrying amount might not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable services amount. The recoverable service amount is the higher of the asset's fair value, less costs to sell, and value in use.

Value in use is the present value of an asset's remaining service potential. It is determined using either a depreciated replacement cost approach, a restoration cost approach, or a services unit

approach. The most appropriate approach used to measure value depends on the nature of the impairment and the availability of information.

If an asset's carrying value exceeds its recoverable service amount, the asset is regarded as impaired and the carrying amount is written down to the recoverable service amount.

Total impairment cost is recognised in the Statement of Comprehensive Revenue and Expense.

The reversal of impairment loss is also recognised in the Statement of Comprehensive Revenue and Expense.

11. Non-current assets held for sale

Non-current assets held for sale are assets with a carrying amount that will be recovered principally through a sale transaction rather than through continuing use. These assets are available for immediate sale and the sale is considered to be highly probable. Non-current assets held for sale are recognised at the lower of their carrying amount and fair value (market value) less costs to sell and are not depreciated or amortised while classified as held for sale. Any impairment losses for write-downs of non-current assets held for sale are recognised in the Statement of Comprehensive Revenue and Expense.

Apollo Projects Centre

During 2016/17, the Group reclassified the Apollo Projects Centre (the Centre) building to non-current assets held for sale on the expectation that it would be gifted to Christchurch City Council.

The COVID-19 pandemic has resulted in delays in gifting the Centre. It is now expected that the Group will gift the Centre to a community-based recreation provider, the timeline for this is still under consideration. The provider will be determined following a 'request for proposal' process managed by the Christchurch City Council. The carrying value of the Centre is nil, reflecting that the asset has been fully depreciated.

During 2020/21 the Centre was granted resource consent, an important precursor to the gifting process. During this same period, the Council made it clear they are not willing to receive the gift and take on ownership of the Centre. However, in recognition of the Centre presenting as a valuable community asset, they have undertaken a tender process and identified a preferred community owner. The Council and the preferred owner are now working towards achieving local Community Board permission to retain the building on Reserve Land. Assuming successful, the centre will be gifted to the new owner. If unsuccessful, the Sport NZ Group will be required to remove the building and return the property to its original use once High Performance Sport New Zealand has vacated.

Notes to the Financial Statements: Continued

12. Intangible assets

INTERNALLY GENERATED	ACQUIRED SOFTWARE	WIP	TOTAL		INTERNALLY GENERATED	ACQUIRED SOFTWARE	WIP	TOTAL
2021	2021	2021	2021		2022	2022	2022	2022
\$000	\$000	\$000	\$000		\$000	\$000	\$000	\$000
COST								
2,644	2,658	-	5,302	Opening balance at 1 July	2,471	2,704	-	5,175
452	91	-	543	Additions	13	62	367	442
-	-	-	-	Transfers from WIP	90	40	(130)	-
-	-	-	-	Reclassification	(232)	(40)	272	-
(625)	(45)	-	(670)	Disposals	-	-	-	-
2,471	2,704	-	5,175	Closing balance at 30 June	2,342	2,766	509	5,617
ACCUMULATED AMORTISATION								
2,078	2,197	-	4,275	Opening balance at 1 July	1,674	2,354	-	4,028
217	202	-	419	Amortisation expense	205	173	-	378
(621)	(45)	-	(666)	Eliminated on disposal	-	-	-	-
1,674	2,354	-	4,028	Closing balance at 30 June	1,879	2,527	-	4,406
797	350	-	1,147	Carrying Amount at 30 June	463	239	509	1,211

There are no restrictions over the title of the Group's intangible assets, nor are any intangible assets pledged as security for liabilities.

Computer software licenses longer than 12 months are capitalised on the basis of the costs incurred to acquire and make the specific software available for use.

Costs directly associated with the development of software for internal use by the Group are recognised as an intangible asset. Costs associated with the development and maintenance of the Group's websites are recognised as an expense when incurred.

The carrying value of an intangible asset with a finite life is amortised on a straight-line basis over its useful life.

The useful lives and associated amortisation rates of major classes of intangible assets have been estimated as follows:

Acquired software	2 to 3 years	(33-50%)
Internally generated software	3 to 5 years	(20-33%)

Impairment of intangible assets

Refer to the policy for the impairment of property, plant and equipment in Note 10. The same approach applies to the impairment of intangible assets.

13. Trade and other payables

ACTUAL		ACTUAL
2021		2022
\$000		\$000
PAYABLES UNDER EXCHANGE TRANSACTIONS		
1,453	Creditors	2,090
1,677	Accrued expenses	1,169
3,130	Total payables under exchange transactions	3,259
PAYABLES UNDER NON-EXCHANGE TRANSACTIONS		
-	Goods and services tax	-
279	Other taxes payable (PAYE, ACC and rates)	308
5,189	Investment accruals	5,412
5,468	Total payables under non-exchange transactions	5,720
8,598	Total payables	8,979

Trade and other payables are non-interest bearing and are normally settled on 30-day terms. The carrying value of trade and other payables therefore approximates their fair value.

Notes to the Financial Statements: Continued

14. Revenue received in advance

ACTUAL 2021 \$000	ACTUAL 2022 \$000
901 Lease incentive payment	778
63 Sundry revenue	67
964 Total revenue received in advance	845

An operating lease is a lease that does not transfer substantially all the risks and rewards incidental to ownership of an asset to the lessee. Lease payments under an operating lease are recognised as an expense on a straight-line basis over the lease term. Lease incentives received are recognised in the surplus or deficit over the lease term.

In 2014/15 Sport NZ received a lease incentive payment of \$388,608 toward the fit-out of a new Auckland premise which acts as a hub housing a number of sports organisations. In 2015/16 Sport NZ leased additional space in this premise resulting in a further lease incentive payment of \$158,659.

On 18 May 2018, Sport NZ moved into new premises in Wellington. The ten-year lease period commenced on 8 December 2018

when the landlord met their obligations under the Agreement to Lease. At this point a ten-month rent-free period was triggered. In addition, the landlord granted Sport NZ an Early Occupation License for the period commencing on the Early Occupation Date (18 May 2018) until the Commencement Date (8 December 2018). Sport NZ was not required to pay rent or outgoings during this period. The rent-free period is being treated as a lease incentive to be spread over the term of the lease. The gross value of this incentive is \$827,210.

These lease incentive payments are recognised as revenue received in advance and are being amortised over the expected term of the lease as a reduction of rental expense.

15. Employee entitlements

ACTUAL 2021 \$000	ACTUAL 2022 \$000
1,584 Annual leave provision	1,803
48 Sick leave provision	32
386 Remuneration accrued	529
11 Long service leave provision	3
2,029 Total employee entitlements	2,367

Employee entitlements that are due to be settled within 12 months after the end of the year in which the employee provides the related service are measured at undiscounted nominal values based on accrued entitlements at current rates of pay.

These include annual leave earned but not taken at balance date, sick leave, salaries and wages accrued up to balance date, and long service leave.

The Group recognises a liability and an expense for bonuses it is contractually obliged to pay, or where a past practice has created a constructive obligation and a reliable estimate of the obligation can be made.

16. Contingencies

The Group has a contingent liability relating to the Apollo Projects Centre (the Centre). The Group expects to gift the Centre to a community-based recreation provider, as described in note 11. If the 'request for proposal' process is unsuccessful, the Sport NZ Group will be liable for demolishing or deconstructing the Centre and restoring the site. The costs are estimated as follows:

	2022	2021
Permanent demolition and making good the site	\$442,500 - \$486,750	\$375,000 - \$412,500
Deconstruction	\$619,500 - \$663,750	\$525,000 - \$562,500

The Group has no contingent assets as at 30 June 2022 (30 June 2021: Nil).

17. Capital commitments and operating leases

The Group has no contracted capital commitments for the acquisition or development of property, plant, equipment or intangible assets as at 30 June 2022 (2020/21: Nil).

Operating leases

The future aggregate minimum lease payments to be paid under non-cancellable operating leases are as follows.

ACTUAL 2021 \$000	ACTUAL 2022 \$000
NON-CANCELLABLE OPERATING LEASE COMMITMENTS	
2,321 Less than one year	2,017
5,719 One to five years	4,841
2,299 Over 5 years	1,586
10,339 Total non-cancellable operating lease commitments	8,444

Non-cancellable operating lease commitments include:

- lease of premises, \$8.475 million (2020/21: \$10.274 million)
- lease of vehicles, \$0.299 million (2020/21: \$0.065 million)

The Group has entered into six major non-cancellable operating leases, all relating to leased premises, as follows:

Location	Expiry date	Total future minimum lease payments
North Shore	26/02/2024	364,592
Auckland	30/04/2024	1,161,826
Wellington	31/01/2029	4,580,399
Cambridge	15/03/2029	1,723,500

On 1 July 2022, the lease on the Dunedin office expired. An agreement was reached with the owners to move to a month-to-month tenancy basis, as such there is no longer a non-cancellable operating lease commitment for this property.

On 18 May 2018, Sport NZ moved into new premises in Wellington. The ten-year lease period commenced on 8 December 2018 when the landlord met their obligations under the Agreement to Lease. At this point a ten-month rent-free period was triggered.

Sport NZ has sub-leased part of its Wellington office space and has future commitments to receive \$406,289 from sub-tenants beyond the balance date (2020/21: \$534,044).

Sport NZ leases office space in Auckland which acts as a hub for sports organisations. During the 2021/22 financial year, it was agreed with three of the sports organisations sub-leasing the Group's office space to end their lease agreements ahead of the expiry date of 30/04/2024. At 30 June 2022, the Group had future commitments to receive of \$161,612 from two remaining sub-tenants beyond balance date (2020/21: \$913,994).

Notes to the Financial Statements: Continued

18. Related party transactions

Sport NZ is a wholly owned entity of the Crown.

Related party disclosures have not been made for transactions with related parties that are within a normal supplier or client/recipient relationship on terms and conditions no more or less favourable than those that it is reasonable to expect Sport NZ would have adopted in dealing with the party at arm's length in the same circumstances. Further, transactions with other government agencies (for example, government departments and Crown entities) are not disclosed as related party transactions when they are consistent with the normal operating arrangements between government agencies and undertaken on the normal terms and conditions for such transactions.

No related party transactions by Ministers (or their close family members) have been identified.

With the exception of Board Member Remuneration (note 21), no other related party transactions have occurred that are required to be disclosed.

Key management personnel compensation

ACTUAL 2021 \$000		ACTUAL 2022 \$000
BOARD MEMBERS		
262	Remuneration	277
1.71	Full time equivalent personnel	1.56
SENIOR LEADERSHIP TEAM		
2,956	Salaries and other short-term employee benefits	2,643
10.42	Full time equivalent personnel	11.09
3,218	Total key management personnel compensation	2,920

Key management personnel include members of the Sport NZ and HPSNZ Boards, the chief executive of Sport NZ and HPSNZ, and the general managers from both organisations.

Board members represent 1.56 full-time equivalent personnel (2020/21: 1.71). This has been determined based on the expectations of the Minister for Sport and Recreation in 2007 that each Board member would be remunerated based on a maximum of 25 days.

19. Board member remuneration

The total value of remuneration paid to Board members for the year ended 30 June 2022 is as follows:

ACTUAL 2021 \$000	SPORT NZ BOARD	APPOINTED	TERM ENDS	ACTUAL 2022 \$000
30	Bill Moran (Chair)	September 2016	July 2024	32
15	Raewyn Lovett	July 2018	June 2024	20
16	Dr Farah Palmer	July 2018	June 2024	16
16	Beatrice Faumuina	December 2019	November 2022	16
14	Jason Shoebridge	January 2017	July 2021	2
15	Hilary Poole	July 2017	July 2021	1
15	Kylie Clegg	July 2017	July 2021	1
15	Rowan Simpson	July 2018	October 2021	8
	- Suri Bartlett	August 2021	July 2024	16
	- Karen Vercoe	August 2021	July 2024	15
	- Robyn Cockburn	August 2021	July 2024	15
	- Duane Kale	August 2021	July 2024	15
	- Rakesh Naidoo	November 2021	October 2024	11
136				168
ACTUAL 2021 \$000	HPSNZ BOARD	APPOINTED	TERM ENDS	ACTUAL 2022 \$000
19	Bill Moran (Chair)	January 2017	June 2024	22
13	Alison Shanks	July 2015	December 2021	7
12	Annette Purvis	July 2020	July 2023	14
12	Chelsea Grootveld	February 2019	January 2023	15
13	Hetty Van Hale	July 2020	July 2023	15
10	Hilary Poole	January 2017	June 2021	1
13	Ian Hunt	July 2015	December 2021	7
10	Kylie Clegg	January 2018	July 2021	1
6	Martin Toomey	January 2021	January 2024	14
	- Raewyn Lovett	January 2022	December 2024	7
11	Rowan Simpson	July 2020	July 2023	6
7	Waimarama Taumanumu	July 2017	December 2020	-
126				109
262	Total Board Members' Remuneration			277

Notes to the Financial Statements: Continued

Board member remuneration continued

In addition to the remuneration reported in the table above, there were gifts provided for departing Board members valued at approximately \$1,854 (2020/21: \$978).

During the 2021/22 year:

Payments totaling \$55,876 (2020/21: \$87,857) were made to Duncan Cotterill, of which Raewyn Lovett is a partner, in relation to consulting services provided to Sport NZ.

All transactions with Board members were on normal commercial terms and at arm's length.

The Group has provided Directors and Officers Liability and Professional Indemnity insurance cover for Board members and employees for the year ended 30 June 2022.

Recovery Investment Advisory Committee

There were two members of the Recovery Investment Advisory Committee who were not board members, they were:

- Eru Lyndon, who received payments totaling \$1,250 in his capacity as independent advisor to the Investment Advisory Committee; and
- Jennifer Gill, who received payments totaling \$2,594 (2020/21: \$4,437) in her capacity as independent advisor to the Investment Advisory Committee.

Audit, Finance and Risk Committee

Alan Isaac received payments totaling \$1,500 in his capacity as independent advisor to the Audit, Finance and Risk Committee.

Integrity Transition Committee

Doug Martin received payments totaling \$3,450 in his capacity as the chair of the Integrity Transition Committee.

20. Employee remuneration

The number of employees who received, or who are due to receive, remuneration of \$100,000 or more during the year ended 30 June 2022 are provided, within \$10,000 bands, in the table below.

	ACTUAL 2021		ACTUAL 2022
	-	480,001 - 490,000	1
	1 (1)	370,001 - 380,000	-
	1	350,001 - 360,000	-
	-	340,001 - 350,000	1
		270,001 - 280,000	1
	3 (2)	260,001 - 270,000	-
	2 (2)	240,001 - 250,000	-
	-	230,001 - 240,000	-
	2	220,001 - 230,000	1
	1	210,001 - 220,000	2
	1	200,001 - 210,000	4
	2	190,001 - 200,000	4
	4	180,001 - 190,000	4
	5 (1)	170,001 - 180,000	3
	9	160,001 - 170,000	10 (1)
	13 (1)	150,001 - 160,000	12 (1)
	16	140,001 - 150,000	17 (1)
	11 (1)	130,001 - 140,000	12 (2)
	23	120,001 - 130,000	18 (2)
	17 (2)	110,001 - 120,000	19 (2)
	21 (3)	100,000 - 110,000	22 (4)
	132 (13)		131 (13)

The above table includes those employees who ceased employment during the periods reported. For the year ended 30 June 2022, 13 employees who ceased employment during the period had received remuneration of greater than \$100,000, as indicated in brackets (2020/21: 13).

Following the HPSNZ Chief Executive ceasing employment in April 2021, the Sport NZ Chief Executive stepped into an acting role and was subsequently appointed as the Chief Executive of the Group in March 2022.

The Group Chief Executive's salary is within the band range of 480,001 - 490,000 (2020/21: \$360,001 to \$370,000 and \$220,001 to \$230,000 respectively).

During the year ended 30 June 2022, there were 3 employees (2020/21: 3 employees) who received, or were entitled to receive, \$30,360 compensation or other benefits in relation to cessation of employment (2020/21: \$76,693).

The Group did not have a general pay increase in the 2021/22 financial year (2020/21: Nil), but inflation adjustment increases of 1.5% for employees in remuneration bands greater than \$100,000 per annum and 2% for employees in remuneration bands less than \$100,000 per annum were awarded. In the previous financial year pay equity increases of \$151,870 were awarded.

Notes to the Financial Statements: Continued

21. Financial instruments

Financial instrument categories

The carrying amounts of financial assets and liabilities in each of the financial instrument categories are as follows:

ACTUAL 2021 \$000		ACTUAL 2022 \$000
	<i>Financial liabilities measured at amortised cost</i>	
8,319	Payables (excluding GST and other taxes payable)	8,671
8,319	Total financial liabilities measured at amortised cost	8,671
	<i>Financial liabilities measured at amortised cost</i>	
51,323	Cash and cash equivalents	70,421
661	Receivables	3,370
61,550	Investments – term deposits	60,570
-	Loans	-
113,534	Total financial assets measured amortised cost	134,361

Fair value

The fair value of the Group's financial assets and liabilities within each category are equivalent to their carrying amounts and are disclosed separately in the Statement of Financial Position. The Group's financial assets and liabilities have not been disclosed by fair value hierarchy due to their nature and the materiality of this disclosure.

Except for the loan to Rowing New Zealand, which has been written down to reflect the fair value movement of the future repayments, the fair value of all financial instruments has been determined in accordance with level 1 of the fair value hierarchy.

The Group's financial liabilities are all non-interest-bearing trade and other payables that are normally settled on 30-day terms.

Financial instrument risks

The Group's activities expose it to a variety of financial instrument risks, including market, credit and liquidity risk. The Group has a series of policies to manage the risks associated with financial instruments and seeks to minimise exposure from financial instruments. These policies prohibit entering into speculative transactions.

Fair value interest rate risk

Interest rate risk is the risk that the fair value of a financial instrument will fluctuate, or the cash flows from a financial instrument will fluctuate, owing to changes in market interest rates.

The Group's exposure to interest rate risk is limited to bank deposits that are held at fixed rates of interest. The Group does not actively manage its exposure to fair value interest rate risk.

Currency risk

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in foreign exchange rates. The Group has no material exposure to currency risk.

Price risk

Price risk is the risk that the value of a financial instrument will fluctuate as a result of changes in market prices. The Group is not exposed to price risk as it does not hold any listed equity investments.

Credit risk

Credit risk is the risk that a third party will default on its obligation to the Group, causing the Group to incur a loss.

Due to the timing of its cash inflows and outflows, the Group invests surplus cash with registered banks. In line with the Group's investment policy, funds may only be deposited with registered banks having an A- (Standard and Poor's, or in the case of Kiwibank, Moody's) or better credit rating and within limits of credit exposure to any one institution.

The single most significant receivable carried at balance date is for NZLGB revenue. This receivable comprises the fourth quarter instalment and the final wash-up payment for the financial year, received each year in July and October respectively. These are guaranteed amounts and are therefore low risk. The Group does not have significant concentrations of credit risk for any other financial instruments.

Where necessary, the impairment of short term receivables is determined by applying the expected credit loss model.

The Group's maximum credit exposure for each class of financial instrument is represented by the total carrying amount of cash and cash equivalents and net receivables, as detailed in notes 7 and 8 respectively. There is no collateral held as security against these financial instruments, including those instruments that are overdue or impaired.

Liquidity risk

Liquidity risk is the risk that the Group will encounter difficulty raising liquid funds to meet commitments as they fall due.

In meeting its liquidity requirements, the Group closely monitors its forecast cash requirements with expected cash drawdowns from the Crown and NZLGB. The Group maintains cash on hand to meet liquidity requirements.

22. Capital management

The Group's capital is its equity, which comprises accumulated funds and other reserves. Equity is represented by net assets.

The Group is subject to the financial management and accountability provisions of the Crown Entities Act 2004, which impose restrictions in relation to borrowings, acquisition of securities, issuing guarantees and indemnities and the use of derivatives.

The Sport NZ Board has set a minimum level of public equity at \$11.5 million (2020/21: \$11.5 million) to manage the Group's cashflow profile and unforeseen fluctuations in NZLGB revenue.

Notes to the Financial Statements: Continued

23. Explanation of major variance against budget

Statement of comprehensive revenue and expense

Revenue

Crown funding

Recovery crown funding was \$21.460 million less than budget. The COVID-19 recovery package is released on joint ministerial approval but was budgeted using estimated receipt dates based on original Treasury allocations. The \$21.460m has been transferred to out-year crown funding.

New Zealand Lottery Grants Board

Sport NZ received \$3.837 million more Lotto funding than budgeted for, due to the application of conservative budgeting principles. When compared to prior year funding Sport NZ received \$2.407 million less funding.

Interest received

Interest received is higher than budget due to higher-than-expected bank balances, and more than the prior year due to higher average interest rates.

Sector investments

Partner Investments

Partner Investments are \$23.415 million less than budgeted for. This is largely due to additional Lotto and TAB revenue received in the previous financial year not being fully allocated to strategic investments in the current year. These investments have been carried forward to 2022/23 and comprise principally of the following strategic investments:

• Integrity taskforce and partner investment	\$2.558m
• Play: Kōpau	\$1.876m
• Hawaiki Hou	\$1.200m
• Te Aho (Māori Activation Plan)	\$2.860m
• HPSNZ Olympic Cycle	\$2.500m
• Outdoor Activity Fund	\$0.500m
• NZOC Philanthropy foundation	\$0.500m
• Strategic Leverage fund	\$1.000m
• RST network – Priority Communities	\$1.500m
• Secondary schools activation	\$3.050m

Infrastructure Investments

Infrastructure investments are \$10.786m behind budget largely due to the South Auckland Hub (\$8.000m) and Yachting New Zealand (\$2.200m) infrastructure projects being carried forward to the next financial year.

Recovery investment portfolio

Recovery investment expenditure was originally budgeted to match expected Recovery crown funding. As the programmes and projects that comprise the Recovery Investment Portfolio are developed and receive joint ministerial approval, the funding is released. \$20 million of recovery funding related to the Different and Better (Futures Strategy) was not paid out, as budgeted, during the year. These funds will be carried forward to out years.

Operating expenditure

Operating expenditure of \$63.943 million is \$1.480 million (2%) below budget and \$10.041 (19%) more than 2020/21. The lower-than-budgeted operational expenditure relates largely to delays in planned projects, principally caused by COVID-19 impacts of further Auckland lock-downs. Professional and technical services cost and personnel costs are \$2.125 million and \$2.125 higher than 2020/21 largely due an increased requirement for resources and expertise to roll out the recovery investment portfolio initiatives.

Statement of financial position

Assets

Trade and other receivables were \$7.788 million more than expected and \$3.385 million more than 2020/21. This budget variance is largely due to \$2.6 million in unspent investment to be returned and an additional \$3.837 million in Lotto revenue to be received.

Cash and cash equivalents are \$19,098 million higher the 2020/21. This is due to the recovery package funding being received ahead of spending when initiatives are approved by the Minister for Sport and Recreation.

Liabilities

Total current liabilities of \$12,192 million are consistent with the budget.

24. Events after balance sheet date

There were no significant events after balance date requiring either adjustment to the financial statements or further disclosure in the accompanying notes (2020/21: Nil).

25. Impact of COVID-19

On 17 August 2021, all New Zealand moved to Alert Level 4 for two weeks. Auckland remained on Alert Level 4 for another three weeks where the rest of New Zealand (with the exception of some regions) moved to Alert Level 3 and subsequently to Alert Level 2. Auckland moved to Alert Level 2 and remained there with some gradual lifting of restrictions until 2 December 2021 when the Traffic Light System was introduced across the country.

Impact on operations

The Group has an office in Auckland, so this meant that its Auckland staff worked from home when the Auckland region was at Alert Level 3 and 4. As a result of the lockdown in Auckland, various campaigns did not start as planned and were deferred. The associated travel costs were not incurred. This resulted in less expenses than what was budgeted for.

Appendix 1

Interests of Board and Key Management Personnel

Conflicts of interest are both defined and managed in accordance with relevant policies. The Sport NZ Group maintains Interests Registers for members of the Sport NZ and HPSNZ Boards and staff. Board members and Sport NZ and HPSNZ Senior Leadership Team members are not part of decision making processes where the Group has entered into transactions with organisations in which they have disclosed interests.

Disclosed interests are listed here for current Board members and key management personnel, and those who were Board members in 2020/21.

NAME/POSITION	ORGANISATION	INTEREST
Suri Bartlett Board Member Sport NZ Term commenced 1 August 2021	Save the Children	Director
	Tenzing Limited	Director
Raelene Castle Sport NZ Group CEO and ex-officio Board member	N/A	No interests to declare
Kylie Clegg Board Member Sport NZ and HPSNZ Terms ended July 2021	Auckland Transport	Director
	Hockey New Zealand	Member of Board appointments panel
	Waitematā District Health Board	Deputy Chair
	Well Foundation	Trustee (ex-officio member)
Robyn Cockburn Board member Sport NZ Term commenced 1 August 2021	Women and Girls Summit Governance Group as a representative of The Shift Foundation	Co-Chair
	Lumin (provides consulting services to the arts, sport, recreation and heritage sectors)	Director
	Programme Committee of the IWG Conference	Member
	Recreation Aotearoa - Contract for Service as Insights	Consultant
	Skills Active Te Mahi Ako	Director
	Sport NZ Futures Project	Advisory Group Member
	Sport NZ Hawaiki Hou	Advisory Group Member
	The Shift Foundation	Director
Beatrice Faumuinā Board Member Sport NZ	YMCA - Strengthen and Adapt	Independent Advisor / Project Manager
	WISPA Steering Committee	Member
	2021 RWC Wāhine Toa	Ambassador
	MBIE Auckland Regional Leadership Group	Member
	Trust Arena Board	Director

NAME/POSITION	ORGANISATION	INTEREST
Dr Chelsea Grootveld Board Member HPSNZ	Aiko Consultants Limited	Director
	Hato Pāora Board of Trustees	Trustee
	Core Education	Director
	JR McKenzie Trust	Chair
	Kairangi Trust	Trustee
	Brown Whānau Trust	Trustee
Ian Hunt Board Member HPSNZ Term ended 31 December 2021	Bowls NZ	Chair of Judiciary Committee
	Court of Arbitration for Sport	Arbitrator
	FIA Anti-Doping Committee	Member
	FINA Legal Ad hoc Committee	Member
	International Panel, Sport Resolutions	Member
	S4 Investments Limited	
	World Athletics Disciplinary Tribunal	Member
	Tennis NZ	Judiciary Committee Member
	Young Hunter Lawyers (provides legal advice to individual athletes and national and local sports organisations)	Partner
Young Hunter Trustees Limited	Trustee	
Duane Kale Board Member Sport NZ Term commenced 1 August 2021	Catwalk Trust	Patron
	Halberg Foundation	Director
	International Paralympic Committee	Vice President
	Nuku Ora	Chair of Judging Panel
	Paralympics NZ	Director
	International Olympic Committee	Paris2024.comcom-IOC
Raewyn Lovett Deputy Chair Sport NZ Term commenced July 2021 Deputy Chair HPSNZ Term commenced January 2022	CHT Healthcare	Trustee
	International Working Group on Women and Sport (IWG)	Co-Chair
	Football New Zealand	Business partner is Vice President
	Football New Zealand Executive Committee	Business partner is on committee
	Duncan Cotterill (provides legal services to Sport NZ, Surf Lifesaving NZ, and Hockey New Zealand.	Partner
	Dunedin Venues Management Limited	Chair
	TAB New Zealand	Director
	Onelaw Limited	Shareholder
	WISPA	Board appointments panel

NAME/POSITION	ORGANISATION	INTEREST
Bill Moran Chair Sport NZ and HPSNZ	Aspen Institute NZ	Trustee
	Chamber Music at the World's Edge Festival	Chair
	Invest South	Director
	Community Trust South	Deputy Chair
	McGuinness Institute	Patron
	New Zealand Dementia Prevention Trust	Trustee
	New Zealand Football Foundation	Trustee
	Parliamentary Education Charitable Trust	Trustee
	Pioneer Energy	Director
	Play It Strange Trust	Advisory Trustee
	Queenstown Lakes District Council, Finance, Audit and Risk Committee	Independent Member
	Queenstown Community Hub	Trustee
	Whakatipu Community Hub Trust	Trustee
	Southern Generation	Chair
	Sky City Casino Charitable Trust Queenstown	Trustee
	Three Lakes Cultural Trust	Trustee
	WorkSafe NZ	Director
	Turn Up the Music Trust	Trustee
	Youthtown	Trustee
	Youthtown Foundation	Trustee
Rakesh Naidoo Board Member Sport NZ Term commenced November 2021	BLVR Limited	Director
	New Zealand Football Foundation	Trustee
	New Zealand Football	Director
	Football against Racism in Europe	Member
	Football for Community Development Trust (Wellington Phoenix)	Trustee
	National Council of Women NZ	Member
	New Zealand Law Society National Standards Committee	Lay Member
	Wellington Interfaith Council	Member
	White Ribbon New Zealand	Ambassador
Professor Farah Palmer Board Member Sport NZ	Aho ki Rangī Trust	Member
	Barbarian Rugby Football Club	Member
	Kind Hearts Movement	Ambassador
	Massey University – Office of the DVC Māori	Pou Ākonga – Ākonga Māori Success
	New Zealand Māori Rugby Board	Chair
	New Zealand Rugby	Director
	Rugby World Cup (2021 Organising Committee)	Member
	Sport@Massey Steering Committee	Member
	Tania Dalton Foundation	Member

NAME/POSITION	ORGANISATION	INTEREST
Hilary Poole Board Member Sport NZ and HPSNZ Term ended 31 July 2021	Hockey New Zealand	Member of Board appointments panel
	Hockey New Zealand	Board Member
	Play it Strange Trust	Member of Board of Trustees
	Snow Sports New Zealand	Member of Board appointments panel
Annette Purvis Board Member HPSNZ (NZOC Representative)	Ngā Puna Wai Sports Hub	Trustee
	World Athletics Gender Leadership Taskforce	Member
	World Athletics Development Commission	Member
	Women in Sport Leadership Academy Steering group	Member
	Canterbury Sports Development Academy	Trustee
	NZOC Board	Member
Alison Shanks Board Member HPSNZ Term ended 31 December 2021	Cycling New Zealand	Husband employed by Cycling NZ
	Commonwealth Games Athletes Advisory Commission	Member, Oceania Representative
	Waikato Bay of Plenty Magic (Netball NZ)	Commercial Partnerships Manager
	My First Gym NZ	Master Franchisor
	New Zealand Olympic Committee (NZOC)	Ambassador
	New Zealand Olympic Committee (NZOC) Athletes Commission	Member
	Toro Mai Trust	Trustee
	Focus Research Limited	Director
Jason Shoebridge Board Member Sport NZ Term ended 31 July 2021	Mitre 10 NZ	Consultant
	Icebreaker NZ	Consultant
	Public Trust NZ	Consultant
	Saint Kentigern Trust	Consultant
	Toll NZ	Consultant
	Clemenger BDG	Consultant
	MyHR	Shareholder
Julie Simpson Chair People and Culture Committee	BlackGold	
	H6 Limited	
	Hoku Foundation	Trustee
	Hoku Group Trustee Ltd	Director
	Hoku Group Limited	Director
	N7 Limited	Director
	P8 Limited	Director
	Electric Fence Limited	Director
	Unicorn Farm Limited	Director
	Utiku Limited	Director
	Winter Games NZ Trust	Trustee
Rowan Simpson Board Member Sport NZ Term ended 31 July 2021	W5 Limited	Director

Appendix 2

NAME/POSITION	ORGANISATION	INTEREST
Steve Tew Chief Operating Officer, HPSNZ	Wellington Regional Stadium	Trustee
	USA Rugby Board	Observer
	World Rugby	Consultant
	Maude Wines	Co-owner
	Wanaka Ventures	Owner / Director
	New Zealand Olympic Committee (NZOC)	Māori Advisory Board
	New Zealand Parole Board	Member
	Māori Advisory Group, MCH (2017-2020)	Member
Julian Todd Acting General Manager – Community Activation	Shift Foundation	Director
Martin Toomey Board Member HPSNZ	Beijing 2022 Olympic Winter Games	Chef de Mission
	Mount Aspiring College Board of Trustees	Trustee
	Movewell Health and Fitness	Director
	Performance Plus Aotearoa Limited	Director
	Skeggs Foundation	Trustee
	Ski Areas Association of New Zealand	Chair
	Winter Games NZ	Chief Executive
Hetty Van Hale Board Member HPSNZ	Winter Games New Zealand Trust	Deputy Chair
	Central Lakes Trust	Deputy Chair
	Sky City Queenstown Community Trust	Trustee
	Three Lakes Cultural Trust	Deputy Chair
	Northland Events Centre (2021) Trust	Trustee
Karen Vercoe Board Member Sport NZ <i>Term commenced 1 August 2021</i>	KTV Consulting Ltd	Director
	Ngāti Pikiao Iwi Trust	Trustee
	Māori Advisory Board – Resource Management Reforms (Ministry for the Environment)	Member
	Office of the Privacy Commissioner	External advisor
	Te Pūmāutanga o Te Arawa	Trustee
	Te Kāhui Raraunga Trust	Chair
	Te Awara Lakes Trust	Employee
	Paehinahina Mourea Trust	Trustee
	Waerenga East West Incorporation	Trustee
	Neena Ullal General Counsel, HPSNZ	Herne Bay Ponsonby Rackets Club
Rachel Williams Acting General Manager – Business Operations, HPSNZ	North Harbour Women's Hockey	Manager

Glossary of Terms

Active NZ	A survey commissioned by Sport NZ to understand participation in play, active recreation and sport in New Zealand.
Active Recreation	'Active recreation' is a subset of physical activity (see definition below) and is the term we use to describe 'generally non-competitive physical activities for the purpose of wellbeing and enjoyment'. It is likely undertaken as 'informal activity' with people choosing to be active when they want, with whom they want, and at a time and for a duration that best suits them.
Balance is Better	A Sport NZ programme to support organisations making changes to ensure they put the needs of participants and athletes first. Specifically, it supports targeted partners who are tackling change to ingrained competition formats, tournaments, selection processes in their sport focusing on the youth sport area (aged 11-18).
Carded athlete	Carding is a way of identifying which athletes are eligible for High Performance Sport NZ support.
Club experience survey	See the Voice of Participant survey.
Coach Developer	Just as coaches work with and develop athletes, coach developers are the people who develop coaches. Coach developers often work for NSOs and Regional Sport Organisations.
Community Sport Strategy	Sport NZ's strategy for the period 2015-20, which focused on young people and building system capability to provide quality experiences and increase participation. Community sport includes play (age and stage appropriate development opportunities for young people), active recreation, and competitive sport taking place through schools, clubs and events at a local, regional and national level. It does not include high performance sport or passive recreation such as gardening.
Every Body Active	Sport NZ's vision under the Towards 2032: Strategic Direction.
Healthy Active Learning	A joint initiative between Sport NZ and the Ministries of Health and Education to improve the wellbeing of children and young people through healthy eating and drinking, and quality physical activity, with a particular focus on decile 1-4 schools/kura.
He Oranga Poutama	He Oranga Poutama promotes the development and implementation of active recreation and sport in a way that is culturally appropriate to Māori. The focus on participation as Māori is guided by Te Whetū Rehua framework (see entry below).
High Performance Sport	Sport at the highest level of competition, with high performance athletes as the competitors. High Performance Sport New Zealand (HPSNZ) leads the high performance system in New Zealand, targeting investment and support to the athletes, teams and sports capable of winning medals on the world stage – especially at the Olympics.
Locally led approach	One of Sport NZ's three Community Sport approaches, which empowers local communities to make decisions and take action to improve their lives and communities.
National Recreational Organisation (NRO)	There are a significant number of national recreation organisations (NROs) involved in delivering active recreation opportunities to New Zealanders. Sport NZ invests in eight NROs as active recreation partners. Our most significant active recreation partner is Recreation Aotearoa.
National Sport Organisation (NSO)	The peak body for a sport in New Zealand e.g., Basketball New Zealand.
Outcomes Framework	Both Sport NZ and HPSNZ have developed outcomes frameworks to show how they are contributing to the Government's wellbeing objectives. Developed to support each organisation's 2032 strategic direction, the frameworks outline the current, intermediate and long-term outcomes Sport NZ and HPSNZ are seeking and shows the contributions play, active recreation and sport – both community and high performance – make to the wellbeing of all New Zealanders.
Participant	A person who participates in a play, active recreation and sport opportunity as a player, but not a coach, referee or administrator.
Partners	The Sport NZ Group works closely with and, in some cases, invests in organisations across the play, active recreation and sport sector, such as disability sport and recreation organisations, iwi who promote Māori participation in physical activity, local and regional councils, National Education Organisations, National Recreation Organisations, National Sport Organisations, New Zealand Olympic Committee, Paralympics New Zealand, Regional Sports Trusts, Women in Sport Aotearoa. See here for a full list of Sport NZ's partnerships investment: https://sportnz.org.nz/media/3737/partnership-investment-for-website-1.pdf
Partner Confidence Survey	Sport NZ's annual survey to gather feedback from partners regarding Sport NZ's support to them.

Partner reporting	Annual partner reporting is completed at the end of each financial year, and consists of written reports and some face-to-face meetings, in which investment partners provide details of all investment initiatives undertaken during the year and their outcomes. Partner reporting shows what activities were completed, how well they were completed, what impact they had on the targeted audience/s and what was learnt from the experience. The reporting provides Sport NZ with the ability to assess the extent to which an investment initiative is embedded in an organisation.
Performance Pathways	A framework that describes the progression, transition and performance stages of athletes and coaches throughout the high performance system.
Performance Support	All sports science, medicine and expertise delivered to athletes, coaches and NSOs to support performance, health and wellbeing, injury prevention and rehabilitation.
Physical Activity	Any bodily movement produced by skeletal muscles that expends energy. Encompasses a whole spectrum of sport and active recreation activities including everyday walking, cycling, work-related movement, active play, recreation as well as organised activities, social sport and competitive sport i.e., sport and active recreation are subsets of physical activity.
Physical literacy	Physical literacy is a person's level of motivation, confidence, physical competence, and knowledge and understanding of physical activity. The more physically literate someone is, the more likely they are to have a lifelong love of being active. We first develop physical literacy as babies, toddlers and young children through play.
Physical Literacy Approach	One of Sport NZ's three Community Sport approaches. The approach is about providing quality experiences that meet people's holistic needs (physical, social/emotional, cognitive and spiritual) and therefore improve their physical literacy. This is particularly important at a young age, to ensure young people develop the motivation, confidence, physical competence, and knowledge and understanding that will enable them to have a lifelong love of physical activity.
Picture of Performance	A means of clearly articulating the fundamental performance components required to achieve success in a sport, specific discipline or pinnacle event, which may include physical, mental, tactical, technical, and environment/behavioural.
Pinnacle events	The highest level of international competition within the sport, such as the Olympic Games, Paralympic Games, World Championships, Commonwealth Games and other international events as agreed between HPSNZ and the National Sport Organisation.
Play	Sport NZ defines play as a spontaneous activity that can happen anywhere. It is personally directed with limited or no adult involvement and it is freely chosen. Play is fun, accessible, challenging, social and repeatable. For more information see: www.sportnz.org.nz/play .
Prime Minister's Sport Scholarships	These scholarships support athletes, coaches and support team members and officials to gain educational or professional qualifications while continuing in sport. It includes a financial contribution towards academic fees of up to \$10,000 per year and a financial contribution towards other study costs of up to \$5,000.
Priority Partner	Under the 2015-2020 Community Sport strategy, Sport NZ identified a subset group of partners it works with more closely and provides a greater level of investment. This distinction is not a feature of the Strategic Plan 2020-24.
Quality experiences	Experiences that develop physical literacy by meeting the aspirations and needs of the participant.
Rangatahi	Sport NZ refers to young people aged 12-17 as 'rangatahi' in our Strategic Plan 2020-24.
Regional Sports Trusts (RSTs)	Regional organisations who work with a variety of local stakeholders to support and enhance the delivery of play, active recreation and sport opportunities. There are 14 RSTs across New Zealand. For example, Aktive, Nuku Ora, Sport Canterbury.
Tailored Athlete Pathway Support (TAPS)	TAPS supports athletes financially, replacing the previous athlete support systems of carding and performance enhancement grants. Key features include an annual base training grant, and performance and development grants.
Tamariki	Sport NZ refers to children aged between 5-11 as 'tamariki' in our Strategic Plan 2020-24.
Te Aho a Ihi Aotearoa	Sport NZ's Māori Activation Plan, which aligns and prioritises our strategies and actions for the next three years.
Te Pākē o Ihi Aotearoa	Sport NZ's Māori Outcomes Framework. It carries the same status as the Sport NZ Outcomes Framework in the spirit of mana ōrite (partnership). It sets the direction and presents the long-term outcomes every team at Ihi Aotearoa has a responsibility to drive forward.
Te Whare Tapa Whā	A Māori model of holistic wellbeing that describes health and wellbeing as a whareniui or meeting house with four walls, which represent dimensions of wellbeing: taha tinana (physical health), taha wairua (spiritual health), taha whānau (family health) and taha hinengaro (mental health). The foundation of the whareniui represents connection to the whenua (land).
Te Whetū Rehua	A framework to help play, active recreation and sport providers consider how they might design or adapt activities to be culturally responsive to Māori.
The system	The collection of organisations, places, people and regulations who directly or indirectly participate, support, contribute to, or influence play, active recreation and sport in Aotearoa.
Tū Te Ihi	Sport NZ's programme to increase the cultural capability of our staff and contribute to a strong bicultural organisational culture. The programme is part of a new joiner's induction.
WHISPA	WHISPA stands for Healthy Women in Sport: Performance Advantage. WHISPA is a HPSNZ initiative launched in 2017 to support the health, wellbeing and performance of female athletes.

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