



SPORT NZ GROUP

E32

Annual Report

1 JULY 2022 - 30 JUNE 2023



Te Kāwanatanga o Aotearoa
New Zealand Government

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.**

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Presented to the House of Representatives pursuant to section 150(3) of the Crown Entities Act 2004.

Mai i te Heamana me te Tumu Whakarae o Ihi Aotearoa

Ka mahi a Ihi Aotearoa i roto i te ao o te tākaro, te korikori tinana me te hākinakina hei hiki i ngā taumata kori tinana o ngā tāngata katoa o Aotearoa me te tautoko i a Ngāi Aotearoa kia eke panuku i runga i te atamira o te ao kia rongu ai tātou i te ihi. Mō Sport NZ Ihi Aotearoa (Ihi Aotearoa), ko te tau tuatoru a 2022/23 i tā mātou wāhanga rautaki whā-tau te roa, ā, i High Performance Sport NZ (HPSNZ) e tautoko hākinakina ana mātou kia takatū ai mō ngā tauwhāinga ikeike kei te haramai mai nei, arā, pērā ki ngā Taumāhekeheke o te Ao, me ngā Taumāhekeheke Pararūtiki. I tēnei pūrongo ā-tau e koa ana mātou ki te tiritiri i te kauneke haeretanga o ā mātou rautaki me ngā tohu pai e kite ana mātou o te pūnaha e panoni haere ana.

Te tautoko i te manahautanga rāngai

Nā Huripapa Gabrielle me te ngā waipuke i Tamaki Makaurau ka puta ko te whakamōtītanga rangiwhāwhā huri katoa i ngā rohe o te Ika a Māui, e pāngia ana o mātou hoa pātui, o rātou kaimahi, hapori anō hoki, arā, ngā taiao me ngā wāhi hoki ka tū ai te korikori tinana. Me mihi mātou ka tika ki te ārahitanga me te ngākau nui o ngā Kaitiaki Hākinakina ā-Rohe i ngā wāhi i pāngia ai. I tua atu i te whakarato i te pūtea me ētahi atu tautoko ki ngā hoa pātui, e kaingākau ana a Ihi Aotearoa ki te mahi ki te taha o ā mātou hoa pātui i te whakaoranga me te hanganga hou e haere tonu nei.

He koanga ngākau i te urupare mai a ngā whakahaere ā-motu, ā-rohe anō hoki, he tohu tēnei o te ohaoha me te wairua o te rāngai tākaro, korikori tinana me te hākinakina. I muri i te huripapa, i tukua e ngā whakahaere ngā rawa huri noa i te whenua kia taea tonu e ngā kaupara rangatahi te whakangungu, i tautokona hoki ngā tauwhāinga me ngā tīma mai i ngā rohe i pāngia ai ki te nuku ki papatākaro kē, ki ngā utu hāereere hoki. I kitea hoki e ngā whakahaere hapori ngā ara auaha hei tautoko i ngā whānau ki ngā kōwhiringa whakangahau e wātea ana hoki ki te katoa ki te tākaro me te korikori tonu ahakoa ngā tūāhuatanga whakapātari.

Kei te aroturuki a Ihi Aotearoa i te papānga o ngā takahanga huarere taikaha me te huringa āhuarangi ki te hapori me te hākinakina ikeike, i konei i Aotearoa, huri noa hoki i te ao, e kaingākau ana mātou ki te tautoko i te rāngai ki te whakangāwari i aua papānga ki te taiao, te whakahaere me te urupare hoki ki ngā pānga whānui o te huringa o te āhuarangi.

Te whakatutuki i ngā tauwhāinga matua e toru i Aotearoa

He tino tau ēnei tau kua pahure ake nei mō te hākinakina wāhine, nā te hautūtanga a Aotearoa i te Kapu Kirikiti Wāhine o te Ao ICC i ngā marama o Poutū-te-rangi-Paengawhāwhā 2022, te Kapu Whutuporo o te Ao 2021 (i tākarohia i te tau 2022), ā, nō nā tata tonu nei hoki i hautū-tahitia e Aotearoa me Ahitereiria ko te Kapu Wāhine o te Ao FIFA 2023.

I tua atu i te whakaaturanga whānui o ēnei tauwhāinga i ngā pūmanawa o ngā kaupara wāhine, i mau ai hoki ngā ngākau o ngā kiriaroha huri noa i te ao, he mea whakakā i te ihi i roto i ngā kōtiro me ngā tama, kua tāraia hoki ētahi kaupapa taonga tuku iho i ētahi wāhi. Hei tauira, kua whakahī mātou i te wāhi ki a mātou i te whakapakaritanga o te nui me te kounga o ngā rauhanganga ira-māori i ngā taiwhanga hākinakina me ngā whare whakangungu, me tō mātou mātāi haere tonu i ngā hākinakina wāhine i te ao pāpāho, waihoki, e tautoko ana ngā mahi ki te taha o te pāpāho hākinakina i te pikinga o te whakapāhōtanga o ngā hākinakina wāhine. Kei te whakamahia e ngā kura auraki me ngā kura ko ā mātou kōwae ako i whakawhanaketia ki te taha o ngā Whakahaere Hākinakina ā-Motu (NSO) mō ngā tauwhāinga matua.

Te kauneke ki te whakatutukinga o ā mātou rautaki

Ko te tau tuatoru te tau 2022/23 o te rautaki whā-tau o Ihi Aotearoa i a mātou e whakapau kaha nei ki tō mātou ahunga rautaki o 2032. Kua tae ētahi o ā mātou kaupapa matua ki te kaumātuaatanga o te whakatinanatanga, ā, kei te kite hoki mātou he autai tonu te kauneke haere o ngā mahi puta noa i te rāngai. Hei tauira, e whakatinanahia ana te Mātauranga Korikori Hauora (Healthy Active Learning) ki te āhua 40% o ngā kura auraki me ngā kura, e whakaaturia ana hoki e te aromātai tautini he papānga pai ōna ki te ahurea o te kura, te tikanga whakaako me te hononga hapori. I roto i te wāhanga o Whakawhanake Hākinakina, kei te kitea te pikinga o ngā tauira o te huringa huapai e mahia ana e ngā whakahaere hākinakina ā-motu, ā-rohe hoki ki te whakahāngai atu ki ngā mātāpono Pai Ake te Tautika (Balance is Better).

Ka piki haere ngā tūranga mahi e whai pūtea tautoko ana i Ihi Aotearoa, ka piki haere hoki te āheinga o te rāngai i ngā taiao tākaro me te korikori tinana, ka mutu, ka tuituia haeretia hoki aua tūranga ki ngā whakahaere me ngā hapori i mahi nei rātou. Puta noa i ngā kaupapa me ngā pūtea o Ihi Aotearoa, i tua atu i te whakapakaritanga o te āheinga me te kaha o te rāngai, e takoha hoki ana mātou ki te whakawhānuitanga o ngā ara, ki te whakapaitanga ake hoki o te whai wāhitanga ki te korikori tinana kounga mā ngā tamariki me te hunga rangatahi. Hei tauira, e whakaatu ana te aromātai o Tū Manawa Active Aotearoa e tautoko ana te pūtea i ngā ara kua kore i whakatutukihia mehemea kāore taua pūtea.

Kei te taha o ngā tauira o te huringa pai o te pūnaha, kei te kite tonu mātou i te papānga o te KOWHEORI-19 ki te whai wāhitanga i ngā taumata korikori tinana me ngā waiaro ki tēnei mea te korikori tinana. Kei te kite hoki mātou i te pānga o ngā takahanga huarere taikaha i ngā raraunga korikori tinana ā-motu. Nā tā mātou rangahautanga ā-motu kua āhei tā mātou tūhura i ngā taipitopito o ngā rōpū me ngā tū ia kia pai ai tā mātou whakapai ake i te whakahāngaitanga o ā mātou whāinga.

Kua hipa te 18 marama mai i te whakaterenga o tā mātou anga haumi HPSNZ hou hei whakahohe i tā mātou rautaki i te whakapikinga o ngā whakaritenga mō ngā Taumāhekeheke 2024 ka tū ki Pari. Ko tētahi aronga tāpua ko te mahi me ngā NSO ki te whakawhanake me te pupuri i ngā taiao whakatutukinga huapai e tautoko ana i te oranga katoa o ngā kaupara, ngā kaiako me ngā kaimahi tautoko. I te tau pūtea 2022/23 kua whakapikihia e mātou te tautoko ā-pūtea mō ngā kaupara, kua whakawhānui tā mātou ahunga rautaki ki te mate ā-hinengaro, i kaunekehia hoki te whakawhanaketanga o te anga oranga hei whakamarumaruru me te whakatairanga i te oranga mā te hākinakina taumata ikeike.

Kua mahi hoki mātou ki te taha o ngā whakahaere hākinakina ā-motu, ā-rohe hoki ki te whakapakari i ngā ara hākinakina ā-rohe, e whakaae ana mā ngā kaupara e eke tonu ana ki te taumata ikeike, me ngā kaupara ikeike, kia āhua ngāwari ake ngā herenga e pā ana ki tō rātou taiao whakangungu, e āhei ana hoki ki tā rātou whakangungu tata ki te kāinga. Me te aronga ki ngā hurihuringa Taumāhekeheke o te Ao, me te Taumāhekeheke Pararūtiki hei ngā rā e tū mai nei, e tautoko ana hoki ngā ara hākinakina ā-rohe i te mahi a te rāngai ki te tautoku i ngā kaupara rangatahi me te tuku ki a rātou te tautoko e hāngai ana ki tōna pakeke me tōna taumata.

Ngā whāinga tāpua hei whakapakari i te rāngai

E kaingākau ana a Ihi Aotearoa ki te tautoko i te kaha me te āheinga o te rāngai. I te tau pūtea 2022/23 kua whakatūria e mātou ko Te Taumata Māori, he rōpū mana kaupapa hou ko tāna hei whakarato i ngā tohutohu kura ki Ihi Aotearoa mō te wāhi ki Te Tiriti o Waitangi, te rautaki Māori, te haumi me ngā hua.

Kua tautokona e mātou te tuhinga hukihuki o te ture mō te whakatūnga o tētahi rōpū motuhake hou hei whakapakari i te ngākau tapatahi o te rāngai hākinakina me ngā mahi a rēhia. Whai mai ana i te whakamanatanga o te Integrity Sport and Recreation Bill i te marama o Hereturikōkā 2023, ka tū te Komihana mō te Ngākau Tapatahi i te Hākinakina me te Mahi a Rēhia hei te marama o Hōngongoi 2024. Ka waihanga te hinonga hou i te pātuinga mahi mārō ki Ihi Aotearoa hei whakatipu me te tautoko i te pakeke haeretanga o te ngākau tapatahi o te rāngai.

Mā te whakarato i te pūtea tīmatanga, kua whakamana mātou i te whakatūnga o te Taura Motuhake o ngā Kaitātaki Kaipara hei whakapakari i te reo a te kaupara puta noa i te rāngai hākinakina ikeike.

Te titiro whakamua

E mārāma ana mātou ki te wero o te taiao o nāiane mō te rāngai tākaro, korikori tinana me te hākinakina, tae atu ki te hākinakina ikeike, ko te raru nui, ko te piki o ngā utu mō ngā kaiwhakauru, ngā kaupara me ngā whakahaere me te rite tonu o ngā mahi whakaora i muri mai i ngā takahanga huarere taikaha. E kaingākau tonu ana mātou ki te tautoko i te rāngai ki te whakatere i ēnei wero.

Kua whakaaturia e ngā wero o tēnei wāhanga rautaki te whakatumana me te kaingākau o ngā tāngata puta noa i te rāngai, me te mana o te korikori tinana me ngā takahanga hākinakina ikeike hei whakahuihui i ngā hapori. He mea whakatītina tēnei i a Ihi Aotearoa, arā, tēnei momo whatumanawa, momo kangākau hoki i a mātou e mahi ana ki te taha o ā mātou hoa pātui ki te whakarato i ngā wheako korikori tinana kounga e whakatairanga i te aroha haere ake nei o te korikori tinana me te tautoko i ngā kaupara me ngā kaiako ki te whakatutuki i ngā mahi i runga i ngā atamira o te ao kia rangona ai te ihi e tātou katoa.

Raewyn Lovett ONZM

Heamana, Ihi Aotearoa me High Performance Sport NZ

Duane Kale ONZM

Heamana Tuarua, Ihi Aotearoa me High Performance Sport NZ

Raelene Castle ONZM

Tumu Whakarae, Ihi Aotearoa

From the Chair and Chief Executive of Sport NZ Group

The Sport New Zealand Group (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. For Sport NZ Ihi Aotearoa (Sport NZ), 2022/23 was the third year in our four-year strategic period, while at High Performance Sport NZ (HPSNZ) we're supporting sports to prepare for upcoming pinnacle events, like next year's Olympic and Paralympic Games. In this annual report we're pleased to share progress towards our strategies and the positive signs of system change we're beginning to see.

Supporting sector resiliency

Cyclone Gabrielle and the Auckland flooding in January caused widespread devastation across a number of regions in the North Island, affecting our partners, their staff and communities, and the spaces and places where physical activity takes place. We wish to acknowledge the leadership and dedication of the Regional Sports Trusts in the affected regions. As well as providing initial financial and other support to partners, Sport NZ Group is committed to working alongside our partners in the ongoing recovery and rebuild.

The response from national and local organisations has been heartening and is testament to the generosity and spirit of the play, active recreation and sport sector. In the aftermath of the cyclone, organisations delivered equipment from around the country to enable young athletes to continue to train, while events and teams from affected regions were supported to relocate and travel. Community organisations also found creative ways to support whānau with fun and accessible options to play and stay active during challenging circumstances.

Sport NZ Group is monitoring the impact of extreme weather events and climate change on community and elite sport, both here in Aotearoa and internationally, and we are committed to supporting the sector to reduce their impacts on the environment, as well as manage and respond to the wide-ranging effects of the changing climate.

Delivering three major events in Aotearoa

The past couple of years have been significant for women's sport as New Zealand hosted the ICC Women's Cricket World Cup in March–April 2022, the Rugby World Cup 2021 (played in 2022) and most recently we co-hosted the FIFA Women's World Cup 2023 with Australia.

Not only have these events showcased the talent of female athletes, engaged fans around the world at record levels and inspired young girls and boys, they have shaped legacy projects in a number of areas. For example, we're proud of the role we played in improving the quantity and quality of gender-neutral facilities in stadia and training venues, while our ongoing study into women's sport in the media and work with sports media is contributing to an increase in coverage. Our education modules developed in conjunction with National Sport Organisations (NSOs) around the major events are also being adopted by more schools and kura.

Progress towards our strategies

2022/23 marks the third year in the Sport NZ four-year strategy as we work towards our 2032 strategic direction. Several of our core programmes are at a mature stage of implementation and we're seeing encouraging progress across the sector. For example, Healthy Active Learning is being implemented in approximately 40% of schools and kura and the long-term evaluation shows it is positively impacting school culture, teaching practice and community connectivity. Within the area of Sport Development, there are growing examples of the positive changes national and regional sport organisations are making to align with the Balance is Better principles.

Sector capability in the play and active recreation domains is also growing as the roles funded by Sport NZ investment become more embedded in the organisations and communities they're working in. Across Sport NZ's programmes and funds, as well as boosting sector capability and capacity, we're contributing to greater opportunities and improved access to quality physical activity for tamariki and rangatahi. For example, evaluation of Tū Manawa Active Aotearoa shows the fund is supporting opportunities that would not have otherwise been delivered.

Alongside the examples of positive system change, we continue to see the impact COVID-19 has had on participation in physical activity levels and attitudes towards being physically active. We're also starting to see the effect of extreme weather events in national physical activity data. Our national surveying allows us to explore groups and trends in more detail so we can improve the targeting of our work.

It's been 18-months since we launched our new HPSNZ investment framework to activate our strategy in the build up to the Paris 2024 Games. A significant focus has been on working with NSOs to develop and maintain positive performance environments that support the holistic wellbeing of athletes, coaches and support staff. During 2022/23 we've increased the investment in NSOs to support athletes, advanced our strategic approach to mental wellness and progressed the development of a wellbeing framework to protect and promote wellbeing through high performance sport.

We've also been working with national and regional sport organisations to strengthen regional performance pathways, offering pre-high performance and elite athletes greater flexibility in their training environment and allowing them to train closer to home. With an eye on future Olympic and Paralympic cycles, regional performance pathways are also supporting the sector's efforts to identify younger athletes and provide them with age and stage appropriate support.

Significant milestones to strengthen the sector

Sport NZ Group is committed to supporting the strength and capability of the sector. In 2022/23 we have established Te Taumata Māori, a new governance group to provide valuable guidance to Sport NZ Group on Te Tiriti o Waitangi, Māori strategy, investment and outcomes.

We have supported the drafting of legislation for the establishment of a new independent body to strengthen the integrity of the sport and recreation sector. Following the passing of the Integrity Sport and Recreation Bill in August 2023, the Integrity Sport and Recreation Commission will be operational by July 2024. The new entity will form a strong working partnership with the Sport NZ Group to grow and support the integrity maturity of the sector.

By providing some seed funding, we have enabled the establishment of the independent Athlete Leaders Network to strengthen athlete voice across the high performance sector.

Looking ahead

We acknowledge the challenges the current environment presents for the play, active recreation and sport sector, including elite sport, notably the rising cost pressures for participants, athletes and organisations and the ongoing recovery following extreme weather events. We remain committed to supporting the sector navigate these challenges.

The challenges of this strategic period have demonstrated the passion and commitment of people across the sector, as well as the power of physical activity and elite sport performances to bring communities together. Sport NZ Group continues to be encouraged by this passion and commitment as we work with our partners to deliver quality physical activity experiences that promote a life-long love of being active and support athletes and coaches to perform on the world stage in a way that inspires us.



Raewyn Lovett ONZM

Chair, Sport NZ and High Performance Sport NZ



Duane Kale ONZM

Deputy Chair, Sport NZ and High Performance Sport NZ



Raelene Castle ONZM

Chief Executive, Sport NZ Group

**Wāhanga Tahī
Section One**

**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 \$148m
Lottery Grants Board \$75m

Governance

- Crown entity boards
- Sport NZ
 - High Performance Sport NZ
 - Te Taumata Māori

Wāhanga Rua
Section Two

Ngā mahi Ihi Aotearoa i te tau pūtea 2022/23
Sport NZ Group Activity in 2022/23



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

Sport NZ Group aspires to be a Te Tiriti-led organisation and is committed to a bicultural future. Building cultural capability and capacity internally is an important foundational step in honouring our commitments to Te Tiriti. Increasingly, our work programmes are developing a culturally distinctive approach for Māori, for example through Kia Hīanga, Sport NZ's play plan and Mātaiao, the culturally distinct pathway of Healthy Active Learning. See pages 22 and 26 for more on these programmes.

Establishment of Te Taumata Māori

A major milestone in 2022/23 is the establishment of Te Taumata Māori, a new governance group to provide valuable guidance at a governance level to Sport NZ Group on Te Tiriti o Waitangi, mātauranga Māori, strategy, investment and outcomes. The formation of Te Taumata Māori was one of the recommendations of the independent Governance and Organisational Structure Review undertaken in 2021. The members, chaired by Sport NZ Director Karen Vercoe MNZM (Ngāti Pikiao, Ngāti Makino), bring their unique skillset and provide greater capability and capacity to the Group on matters relevant to Māori.

Building internal cultural capability

In 2022/23 Kāhui Rautaki Māori has expanded to work across Sport NZ Group and we continue to refine the way Sport NZ Group develops, articulates, and demonstrates our Te Tiriti commitment. Our internal cultural capability programme, Tū Te Ihi, is part of Sport NZ's induction programme for new joiners and there are regular opportunities for staff to engage with and practice te reo. We are now expanding this work to ensure HPSNZ staff have similar opportunities.

Increased investment to grow capacity across the sector

Sport NZ has increased investments into initiatives aimed at supporting "as Māori" participation in physical activity and to support Māori organisations in the broader physical activity arena. The additional funding is partly delivered through the COVID-19 Sport Recovery Fund, in recognition of the disproportionate impact COVID-19 had on Māori communities. This includes:

- The \$7 million Kaupapa Māori Response Plan to:
 - Expand He Oranga Poutama nationwide (see page 26)
 - Establish the Te Ihi Fund to support new partnerships
 - Support and partner with Māori NSOs

- Develop and deliver MaraeFit as a digital platform.
- The pilot and extension of the Te Kīwai Individual Hardship Fund in partnership with Te Pūtahitanga o Te Waipounamu. Initially valued at \$850,000, the fund received a further \$850,000 to continue for a third year. See page 30 for more information on Sport NZ's individual hardship funds.
- A \$4.5 million expansion of the Mātaiao pilot programme, the culturally distinct pathway within Healthy Active Learning formerly known as Tapuwaekura, to reach over 40% of Māori medium kura. See page 26 for more information.

Establishing and supporting Te Tiriti partnerships

The increased capability and capacity internally places Sport NZ Group in a stronger position to establish and support Te Tiriti partnerships.

In 2022/23 Sport NZ formed a partnership with Te Huinga Tākaro o Aotearoa (Te Huinga Tākaro), a new National Māori Sport Authority. Te Huinga Tākaro brings together the collective aspirations of nine Māori National Sport Organisations and aims to increase their capacity and capability to support their membership.

Through the Kaupapa Māori Response Plan Sport NZ is investing \$1.2 million over two years to support the establishment and sustainability of Te Huinga Tākaro and enable them to be in a strong position to partner with other funders and organisations who share their broader goal of advancing Māori wellbeing through sport.

Expansion of He Oranga Poutama

The increased investment through the Kaupapa Māori Response Plan has enabled nationwide expansion of He Oranga Poutama, Sport NZ's long-standing physical activity programme by Māori, for Māori, as Māori. As well as honouring our commitments to Te Tiriti, the expansion has supported the broader capability of the sector by facilitating opportunities for Regional Sports Trusts (RSTs) to connect with iwi and in most cases, establish partnerships with iwi and Māori organisations.

Te ngakau tapatahi i te tākaro, te korikori tinana me te hākinakina Integrity in play, active recreation and sport

We are committed to supporting organisations to implement best practice through systemwide safeguarding and regulation, to ensure involvement in play, active recreation and sport is kept safe, fair and inclusive for all. Our focus is on raising staff capability across the Group through training, policies and procedures and continuing to support the sector to prevent, manage and respond to integrity issues through resources, learning material and a one-off investment allocation to support investment partners.

This year we have:

- Supported the establishment of the Integrity Sport and Recreation Commission:

Following the recommendations from the Report of the Play, Active Recreation and Sport Integrity Working Group, an independent body is being established to strengthen the integrity of the sport and recreation system, which marks a material change for the wider system.

Sport NZ has supported the Integrity Transition Programme (ITP) and the drafting of new legislation to establish the entity, which is expected to take place in 2024. The ITP is currently consulting with the sector on the development of a new Integrity Code.

- Allocated one-off investment to support selected investment partners in their integrity goals and projects:

Seventy-six partners received investment to support integrity work, such as strengthening internal policies, training support for an integrity role, and activities like running a conference to educate and influence the club network.

- Continued to develop and promote resources through the Sport NZ Integrity Guidance Portal:

A wide range of resources is available through the Portal, including webinars, videos, learning modules, case studies and policy and procedure templates. Engagement with the Portal has increased on 2021/22, with match-fixing and gambling in sport the most viewed page.

- Continued to support the Sport and Recreation Complaints and Mediation Service:

Since launching in February 2021, the number of enquiries has continued to grow, which is a positive sign as people and sporting organisations become aware of and increase their trust and confidence in the service.

428

enquiries received since launch

237

of the enquiries received in 2022/23

391

enquiries are closed

Integrity investment case studies

The following case studies outline the progress two NSOs have made as a result of the Sport NZ integrity investment in 2022/23.

Netball NZ (NNZ) advanced two areas of its integrity work: child safeguarding and code of conduct and ethics. Actions include:

- Adapting a Sport NZ template to update the Safe Netball for Children policy and ensuring the policy is adopted throughout the network.
- Appointing a child safeguarding lead and deputy at NNZ, plus all netball zones and centres have named Child Safeguarding Representatives whose role is to raise awareness, identify concerns, and record and share information.
- Using a Sport NZ template to update their Code of Conduct and Ethics.

NZ Esports identified the need for an offence registry but couldn't find a suitable subscription service, so they built one with funding support from Sport NZ.

Online anonymity and lack of geographical boundaries in esports make it easy for players who do offend to move to other tournaments.

Esport competition organisers must run the attendee list through the offence registry and ban anyone who is on the list.

The registry provides a level of accountability and the platform can be used and branded by other sporting codes.

Te Kanorau, te Mana Ōrite, me te Whai Wāhitanga Diversity, Equity and Inclusion

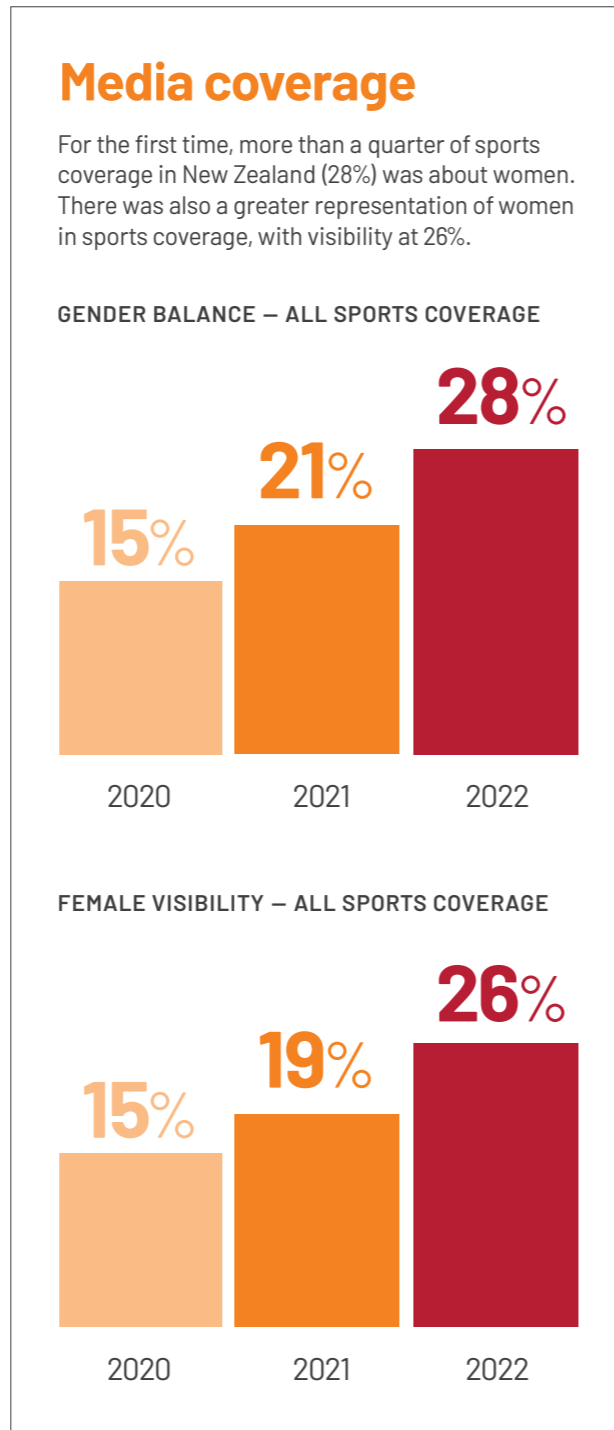
A core strategic priority for Sport NZ Group is promoting and championing the importance of diversity and inclusion, as well as equitable access to physical activity opportunities for everyone. Over the past twelve months the Sport NZ Group has continued to support and work alongside the sector to address inequities in the wider system.

Progress towards the Government’s strategy for Women and Girls in Sport and Active Recreation

During 2022/23 Sport NZ and HPSNZ have continued to collaborate with partners, sector organisations, and stakeholders to deliver on the strategic outcomes to ensure that all women and girls in all roles are visible, feel positive about the contribution they make, and value participating and being involved in all levels of play, active recreation and sport. For example, we have:

- Delivered governance support to partners who receive \$50k+ per annum, including access to the women in governance talent pool, to help them meet the gender equity of 40% self-identified women on partner boards. As at 30 June 2023, 98.5% of eligible partners (68/69 partners) were compliant.
- Supported the Major Events team at Ministry for Business, Innovation and Employment to host the Rugby World Cup 2021 (played in 2022) and the FIFA Women’s World Cup 2023, including the operational delivery and leading several Leverage & Legacy aspects.
- Launched a series of resources on the health and hauora of women and girls at both a community and elite sport level, with a specific focus on reducing barriers and stigma associated with menstruation. The resources are primarily designed for coaches and support staff who enable young women to be active and work with elite athletes.
- Supported the delivery of the 2022 International Working Group on Women & Sport (IWG) World Conference following COVID-19 postponements.
- Launched the “It’s Time” campaign in September 2022 to raise interest, awareness, and engagement in elite women’s sport.
- Developed a Sport NZ 2022-24 Action Plan to evolve and advance the implementation of the Government’s Women and Girls in Sport and Active Recreation strategy.

- Continued the media study in partnership with iSentia to explore gender balance of sports news coverage and reporting.



Both Sport NZ and HPSNZ have continued to deliver significant programmes of work in support of the strategy:



Sport NZ’s #itsmymove campaign

#itsmymove is a national campaign launched in February 2022 with the aim of raising awareness of what’s important to young women to enable and support them to participate in sport and recreation in ways that suit them.

This year we have developed new activations through the campaign that aim to provide young women with more flexible, fun and informal opportunities to be physically active. We partnered with Les Mills to create a series of free online workout videos and worked with Netball NZ to develop videos and guided walk podcasts.

Sport NZ sponsored an innovation challenge as part of Girlboss’s Healthcare career accelerator programme, which used sport as a platform to encourage high-school aged wāhine to explore career pathways in the health and wellbeing field. The programme supported the leverage and legacy activity of the FIFA Women’s World Cup 2023. The innovation challenge asked participants to identify creative ways to make sport and active recreation more accessible at school.

Research to monitor awareness and engagement with the campaign among young women aged 14-17, as well as the parents and caregivers of female rangatahi, show the campaign is achieving high rates of recognition. Survey results show that 82% of the target audience who recognise the campaign have done at least one of the actions listed in the questionnaire. Actions could include: felt encouraged to be active, considered being more physically active than usual, talked about being physically active with whānau or friends, and been more physically active than usual.



HPSNZ’s Women in High Performance Sport Programme

This programme aims 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. Nearly 100 women have engaged with the programme since 2021.

There are three core streams of work focused on leadership, coaching and the high performance sport environment:

- In 2022/23 the Women in High Performance Sport Residency Experience (previously known as the Residency Fund) was reshaped with a greater focus on creating opportunities for women to grow and develop, while also supporting the NSO to deepen their understanding of how they strengthen their organisation’s capability in the broader diversity, equity and inclusion space.
- The third cohort of Te Hāpaitanga participants started the 18-month long coaching programme in February 2023. The programme provides a range of opportunities for future female high performance coaches to test and develop their coaching capability, and to develop new skills to navigate a complex and challenging career in high performance sport.
- In 2022/23 we established the Women in High Performance Sport network to continue to foster the connection between cohorts of the Residency Experience and Te Hāpaitanga, as well as collaborate with NSOs to foster sustainable and inclusive high performance sport environments.

Te tautoko i te rāngai Supporting the sector



Advancing Sport NZ's Disability Action Plan

We've continued to progress Sport NZ's 2019 Disability Action Plan with a major focus throughout 2022/23 on connecting individuals and organisations who can support and influence the outcomes we're aiming towards for young disabled people. This included holding the inaugural Disability Hui, bringing together partners and stakeholders from across the sector together in person for the first time.

In 2022/23 we have also seen notable progress in the projects that received Disability and Inclusion funding in 2021/22. For example:

- Aktive has developed a training programme for staff and the four RSTs across the Auckland region. As a result, disability programmes are expanding in three of the RSTs, leading to an additional \$255,000 in applied Tū Manawa¹ funding for disabled young people across the region.
- Netball NZ has started delivering accessible netball opportunities, engaging disabled tamariki and rangatahi who have never played before.
- Canoe Racing NZ is leading an initiative in collaboration with Blind Sport New Zealand, The Halberg Foundation, Parafed Auckland and selected canoe racing clubs to pilot a paddling programme with disabled tamariki and rangatahi. More coaches and clubs are expressing interest in the pilot and building their capability to engage disabled young people.

Guiding principles for transgender inclusion

In 2022/23 Sport NZ developed guiding principles for the inclusion of transgender people in community sport (not elite sport). These are designed to help sporting and other bodies consider and plan for how they can become more inclusive and supportive of transgender people. Sport NZ is supporting sector organisations with tools and resources to build capability.

The Sport NZ Group continued to play a key role in supporting the sector through a number of challenges during 2022/23, including the ongoing national response to COVID-19 and the lasting implications of the pandemic, an inflationary environment and rising cost-pressures, and several extreme weather events. As well as supporting crisis response, we're also working with our partners and stakeholders across the sector and central government to build resiliency now and into the future.

COVID-19 response and Recovery Fund

COVID-19 continued to present challenges to the sector throughout 2022 as Aotearoa New Zealand responded to increasing rates of COVID-19 and other illness among the community, which saw disruptions for schools, whānau, communities and workplaces. Sport NZ Group continued to support and advocate for the sector under the COVID-19 Protection Framework, which lifted in September 2022.

Entering the third year of the Government's \$264.6 million four-year Sport Recovery Fund, and with the majority of the fund committed, Sport NZ, on behalf of the Group, has focused on supporting the sector manage the long-term effects of COVID-19 on organisations.

Sport NZ advanced two major programmes funded through the Sport Recovery Fund in 2022/23: Hawaiki Hou and the National Partner Strengthen and Adapt programme.

Hawaiki Hou

With the aim of moving the sector towards the preferred future that was identified through the Sport NZ Futures Work commissioned in 2019, Hawaiki Hou is investing \$45 million over three years into community-led kaupapa by identifying projects that reach those underserved and not connected to the physical activity system. Hawaiki Hou is focused on piloting new investment models and acting as a system connector to drive inclusive, sustainable and intergenerational change.

In 2022/23 Hawaiki Hou has identified the first 10 of 60 investments it intends to make. Five of these received initial seed funding in late 2022/23 to test and prototype their kaupapa:

Move Auckland Pasifika Collective

A collaboration of Pacific partners designing a Pacific Community Activation model to enable Pacific communities to run their own activations, as well as increase access to these activations in Tamaki Makaurau.

Tanē Hauora and Prosperous Communities

Focused on improving the health and wellbeing of tanē (men) through physical activity, nutrition, goal setting and life coaching, Tanē Hauora is partnering with Prosperous Communities to develop and test Web 3.0 Technology that enables communities to make decisions on how and where funding is spent.

Āhei

Software designed to empower individuals with disabilities to actively participate in physical activity. It generates customised adaptations for various activities.

Pick Up Game

A tech solution to encourage local meet-ups for physical activity. The software enables people to create locations accessible to them and be part of new and existing communities relevant to their interests.

Tongan Society South Canterbury

Development of the 'Fānau To'utupu model' to design and deliver culturally responsive programmes that support the needs of youth and Pacific communities.

¹ See page 28 for more on Tū Manawa.

National Partner Strengthen and Adapt

\$31.5 million is being invested into partners' change projects that aim to improve the capacity, capability and resilience of their organisations and delivery networks. Partners receive consultancy support to help identify and plan their change projects.

Thirty-four organisations are participating in the programme and were selected based on the impact their strategy is having on the physical activity and/or high performance outcomes of New Zealanders.

Examples of projects supported in 2022/23 include:

- Badminton New Zealand is developing a sport management platform to improve efficiency of delivery for the club network.
- Halberg Foundation is investing in its digital transformation to improve disability inclusion training, the registration process and reach more communities through online engagement.
- Snow Sports NZ is focused on improving the quality of experiences and environments for women and girls in the competitive pathway.

A long-term evaluation is underway to assess the overall success of the programme, as well as work alongside partners to support them to develop and implement monitoring and evaluation plans for their change projects. The evaluation has so far focused on the progress partners are making at implementing their change projects and supporting partners' evaluation capability, with the long-term impact on the resiliency of the organisations and the participant experience yet to be realised.



Responding to extreme weather events

Extreme weather events across the country in 2022/23 had a considerable impact on the physical activity sector, affecting people's ability to be active, the organisations that support play, active recreation and sport, and the spaces and places where people are active.

Sport NZ offered financial and other support to several RSTs to support their responses at a community level. For example:

- Active, Sport NZ and Foundation North established the \$100,000 Tāmaki Makaurau Weather Event Emergency Relief Fund to provide one-off financial support to sport and recreation organisations with costs not covered by insurance.
- Sport NZ seconded staff based in the affected regions to support sector organisations respond to the immediate effects.
- We provided approximately \$180,000 in additional funding to affected RSTs.

Collaborating across Government

Sport NZ has a major role to play in establishing connections between the play, active recreation and sport sector and other sectors like health, transport, education that all contribute to a physically active nation. We are in a strong position to collaborate with other government organisations to support and enable physical activity delivery through their strategic areas.

In 2022/23 Sport NZ has advanced the national physical activity and play plan, which was developed in conjunction with other government agencies to guide cross-agency work relating to physical activity and play. Cabinet has agreed to the plan.

We're also working closely with several agencies on specific matters, such as with the Ministry of Education and local government on how school facilities could be better shared. This year we've worked more closely with the Ministry for Women on Leverage and Legacy activities for the women's world cup events.

Cross-government collaboration is delivering strong outcomes for both Sport NZ Group and the wider sector. Our level of influence enables us to advocate for the sector, for example on the proposed reforms that would impact sector organisations.

Pulling it all together:

The impact Sport NZ Group is having across the sector

Across the Sport NZ Group, our mahi to honour our commitments to Te Tiriti o Waitangi, strengthen the integrity and DE&I practices of the sector, collaborate across government and provide financial and non-financial support is contributing to the overall capability and resiliency of the play, active recreation and sport sector, including high performance sport.

We are observing several positive indicators of change across the sector, such as:

- increasing collaboration and a desire to connect with other sector and system organisations for knowledge sharing, support and efficiency gains, indicating greater maturity across the sector.
- partners are demonstrating greater awareness of the value of building networks in their communities and regions, and in some cases taking a stronger leadership position to bring together key stakeholders from across the wider system.
- a willingness from partners to improve and embed bicultural understanding and practices in their organisations.
- a growing understanding and awareness of the impact positive skilled leadership and governance has on an organisation's ability to deliver on our shared strategic outcomes. This has been particularly apparent through how partner organisations have embraced and complied with the Board gender equity target.

As we look forward to the next four-year strategic period, Sport NZ and HPSNZ will continue to work together as a Group, strengthening how we lead, enable and invest in the sector.



He Oranga Poutama National Hui at Ohope Marae, May 2023. Image credit: Irena Ekens.

Wāhanga Toru
Section Three

Ngā mahi Ihi Aotearoa i te tau pūtea 2022/23
Sport NZ activity in 2022/23



Tākaro Play

Sport NZ's Play Plan - Kia Hīanga 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 that aims to understand and reflect tangata whenua and tangata tiriti worldviews.

In 2022/23 we have advanced several commitments within Kia Hīanga:

Local Play Workforce Project

Sport NZ is investing \$4.3 million over four years to help local government across Aotearoa highlight the value of play for tamariki and whānau wellbeing. The investment includes the creation of 18 new Local Play Advocate roles inside most of the larger councils, as well as professional development support from Sport NZ to build a dedicated workforce of play professionals. By 30 June, 12 of the 18 roles had been recruited.

The new roles add to the current workforce and mahi of Regional Play System Leads based in RSTs. Together, the dedicated play roles are elevating the focus on play. For example, we're seeing regional play strategies influencing other regional projects, such as roading infrastructure planning and development.



Auckland's Stanhope Road School held a play festival during Play Week Aotearoa, November 2022.

Generating and learning from play insights

Building on the Power of Play regional insights initiative to better understand different communities' perceptions and experiences of play, Sport NZ trialled a kaupapa Māori tākaro (play) insights prototype with Sport Northland and whānau in Te Taitokerau. Key findings show tākaro isn't just an experience for tamariki and should be considered as an intergenerational and shared experience. Tākaro also fosters meaningful interactions between tāngata (people), taiao (place) and mātauranga (knowledge).

As a result of these insights, Sport Northland has identified new opportunities to fund projects that are going to make a difference in local communities, such as tākaro equipment.

Neighbourhood Play System Model

Sport NZ has been working alongside regional partners to develop the Neighbourhood Play System Model (NPS) to enable communities to identify and address opportunities and barriers for tamariki to play in their school and neighbourhood. The NPS has been trialled in diverse communities over the last two years, with a focus on areas of higher deprivation.

Eighteen NPS reports are underway or have been completed and are vital resources for play advocate roles in Councils and RSTs to drive more child-friendly outcomes. For example, the creation of dedicated outdoor community play spaces, establishing regular play events, improving the look and feel of community spaces, and connecting with local government and Waka Kotahi to make traffic and land-use improvements.

Te korikori tinana i te ao mātauranga Physical activity in an education setting

In recognition of the importance of schools and kura in influencing physical activity, health and wellbeing outcomes for tamariki and rangatahi, Sport NZ has continued to focus on working with schools, kura and organisations across the education sector to support the delivery of quality physical activity and sport opportunities.

In 2022/23 our work in schools and kura has focused on the following areas:

Healthy Active Learning

Delivered in partnership with the Ministries of Health and Education, Healthy Active Learning (HAL) aims to support schools to improve the wellbeing of tamariki and rangatahi through healthy eating and drinking and quality physical activity. HAL has a particular focus on tamariki who are less active and/or who are missing out on opportunities to be physically active.

In 2022/23 HAL reached a major milestone of being implemented in over 800 primary and intermediate schools and kura, approximately 40% of the schools and kura in Aotearoa. Sport NZ also approved additional investment to allow the first 300 schools and kura engaged in Healthy Active Learning in 2020 to have their support extended from three to five years, meaning they will continue to be supported through to the end of 2024.



Students participate in the Moanamana 'learning with sport' module.

Now in a mature stage of implementation, we're seeing HAL positively impacting school culture, teaching practice and school and community connectivity. Our long-term evaluation of HAL, led by Massey University, shows that through HAL, schools and kura are reflecting physical activity in their schools' strategic plans, placing a greater emphasis on professional learning and development for health and physical education (HPE), and more teachers are using physical activity to teach other curriculum learning areas. We're also seeing an increase in schools and kura providing physical activity experiences that are inclusive and meet the needs of all students.

Mātaiao is the culturally distinct pathway of Healthy Active Learning formerly known as Tapuwaekura. See page 26 for more information on Mātaiao.

In Our Backyard - Learning with Sport

Sport NZ is leading 'In Our Backyard', an educational project developing new opportunities for students as New Zealand hosts a series of major sporting events. Delivered in partnership with the Ministry of Business, Innovation and Employment, the Ministry of Education and four NSOs, In Our Backyard has developed five learning modules for students in years 4 through to 10 based on recent major events, such as the America's Cup and Sail GP, the Rugby World Cup 2021 (played in 2022) and the FIFA Women's World Cup 2023.

The modules aim to create learning opportunities that endure beyond the major sporting event and are integrated with other curriculum areas. In the long-term we're aiming for students to have more high-quality opportunities to be physically active in their learning and contribute to their local communities. We're seeing positive progress towards these outcomes in the short-term. For example, participating sports have a better understanding of the education sector and what is required to deliver quality, integrated learning experiences. Participating sports are also collaborating more effectively with the education sector. It's encouraging to see more schools and kura use the 'learning with sport' modules and both students and teachers rate them highly.

Active As

Sport NZ has increased its focus on improving outcomes for rangatahi in secondary schools. Active As is a new project supporting 40 secondary schools and wharekura through to December 2026 to design and implement their own physical activity initiatives. The project aims to demonstrate the value proposition of physical activity to education by improving educational outcomes and the wellbeing of rangatahi through increased physical activity.

Te Korikori Tinana mō te Rangatahi

Active Recreation for Rangatahi

2022/23 marked the second year of implementing Sport NZ's Active Recreation for Rangatahi plan. The plan aims to increase awareness and understanding of great active recreation practice, incorporate youth voice and leadership and establish new partnerships and investment resources, while honouring our commitments to Te Tiriti. In response to feedback from sector partners, our focus over the past year has been on providing strong leadership and supporting the sector to understand, value and incorporate youth voice and engagement into their practice.

Highlights from 2022/23 include:

Continuing to embed Mana Taiohi principles

Our relationship with Ara Taiohi, the peak body for youth development in Aotearoa, continues to support our and our investment partners' mahi in advocating for and delivering quality active recreation opportunities for rangatahi. Together we've developed a kete of examples to support RSTs embed the Mana Taiohi principles, which acknowledge the mana that young people carry and actively work to enhance that mana. RSTs are reporting value in embedding the principles throughout their work.

Support for He Puna Korikori (Outdoor Activity Fund)

He Puna Korikori is a three-year \$1.5 million Sport NZ fund administered by Recreation Aotearoa and designed to support activities and programmes that connect rangatahi with outdoor recreation.

Twenty-five projects were funded in 2021/22 and we've seen these get underway in 2022/23. For example:

- a Waikato-based marae/pa organisation is running events to connect whānau to their Tūpuna Maunga. Whānau completed monthly hikoi, building up to a final ascent. Rangatahi were supplied with GoPros and worked with a local story producer to document their experiences.
- First Steps Outdoors has developed a video case study and best practice guidelines for their programmes with Muslim women and girls.

Sport NZ has also funded a fixed-term role in Recreation Aotearoa to evaluate the tangata whenua programmes supported through He Puna Korikori.

Collaboration across Sport NZ

Teams across Sport NZ are collaborating to develop new resources and approaches to support our strategic goal of increasing physical activity levels of tamariki and rangatahi, with a particular focus on reducing the drop-off in physical activity among rangatahi aged 15-17. For example:

- We're launching an inclusive practices hub in September 2023. Available through the Sport NZ website, the hub will provide information and resources to support the sector create inclusive environments and opportunities for active recreation and sport.
- Sport NZ has developed a series of resources to support the sector implement best practice co-design with people and communities. The resources include ethics of co-design, building trust with rangatahi, and youth co-design on spaces and places.
- Applicable to both sport and active recreation organisations, we launched a new resource to help the sector involve young people in their mahi.

Progress and outcomes achieved so far

- We're seeing a greater inclusion of youth voice within Sport NZ funding decisions and 60% of RSTs include youth voice on their Tū Manawa panels.
- We're establishing new relationships with organisations aligned to the strategic intent of the Active Recreation for Rangatahi plan, like Recreate NZ who support disabled young people to participate in outdoor activities.
- Fourteen RSTs and seven National Recreation Organisations (NROs) receive Active Recreation partnerships investment to support initiatives in pursuit of our shared outcomes. Annually, we work with these partners to reflect on how embedded these initiatives are in organisations². In 2022/23 45% of partners report their initiatives are at the 'consolidating' or 'highly developed' stages of implementation. We continue to work with our partners to support their maturity in active recreation.

² We use a rubric to assess this with a four-point scale ranging from 'not established' to 'emerging' to 'consolidating' to 'highly developed'.

Te Whanaketanga Hākinakina

Sport Development

A major focus for Sport NZ is ensuring young people develop a lifelong love of sport and recreation and continue participation into adult years. 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. We are continuing to see positive changes at a national, regional and local level that are enhancing the quality of experience for rangatahi.

Highlights within our priority areas in 2022/23 include:

New Balance is Better Champions

In April 2023, we announced our new Balance is Better champions, a group of sporting personalities who champion the wider value of sport like social connection, learning new skills, problem solving and giving back to the community.

The new champions represent 15 NSOs and we are also piloting a regional champions programme through RSTs in Taranaki, Bay of Plenty, Hawke's Bay, Canterbury and Otago.

Expanding Coaching for Impact programme

First introduced in 2021, the Coaching for Impact programme aims to broaden the availability and access to high quality coaching for rangatahi in secondary schools and their local clubs. The programme works with a network of coaches who can support participants at all levels. Beginning mid-2023, the 18-month long programme is expanding to serve up to 90 coaches, an increase of 30 places on the pilot programme.

Coaches who completed the 2021 pilot report finding the opportunity to learn from other coaches across a range of sporting codes beneficial. We're also encouraged by club members' satisfaction in the quality of coaching. Through the Voice of Participant - Club Experience survey we can see results for the proportion of club members who are very or extremely satisfied with the quality of coaching has remained consistent over time.³

³ The Voice of Participant - Club Experience survey 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. The participating sports change each year, therefore there are challenges in comparing year-on-year results.

Participation and development opportunities

The Balance is Better philosophy is the basis for challenging and improving the participation and development opportunities provided by partners. Over the past year we've seen various sporting codes around Aotearoa implement positive changes, such as adopting more informal delivery models like festival days or roadshows; implementing training for coaches, referees and other positions with a focus on understanding youth voice; offering regular development opportunities to all club members; and installing more equipment, such as basketball hoops, throughout communities and neighbourhoods.

Launching the Big Wins promotion

This promotion focuses on the holistic benefits that young people gain through participation in sport. The "big wins" refer to the friendships and relationship skills developed through sport, the soft skills like decision-making, problem solving and developing resilience that are built through sport, and the opportunity to connect with and give back to communities.

The promotion launched in June 2023 across multiple digital media channels and initial engagement suggests it resonates well with the targeted audience.



Te tautoko i te whai wāhitanga a te Māori ki te korikori tinana

Supporting Māori participation in physical activity

In 2022/23 we have continued to take strides towards a bicultural future through play, active recreation and sport initiatives to support Māori participation.

Mātaiao

The culturally distinct pathway of Healthy Active Learning, formerly known as Tapuwaekura, Mātaiao is a kaupapa Māori initiative supporting kura and kaiako to implement a te ao Māori approach through whakapapa and mātauranga Māori to connect tamariki to their taiao (natural environment) for better health and wellbeing outcomes.

Established as a pilot in March 2020, Sport NZ has partnered with Ngā Pākura to deliver Mātaiao. Evaluation of the pilot found that both kaiako and ākongā are:

- more active and are improving their physical wellbeing
- increasing their knowledge and making stronger cultural connections with their local environment in ways that resonate for them
- engaging their whānau in the Mātaiao experience.

As a result, kaiako are also observing that ākongā have improved engagement in learning and attendance with fewer behaviour related issues.

In 2022/23 Sport NZ announced a new \$4.5 million investment to expand Mātaiao throughout Aotearoa, reaching more than 40% of Māori medium kura. The new investment will also enable Sport NZ to establish new partnerships with Māori providers to further strengthen the initiative, for example with Toi Tangata, a Māori agency that develops, delivers and champions kaupapa Māori based approaches to kori (physical activity) and kai (nutrition).

He Oranga Poutama

2022/23 has been a year of growth for He Oranga Poutama as this long-standing kaupapa Māori initiative has expanded nationwide⁴. Sport NZ has been working closely with He Oranga Poutama providers and RSTs to establish and embed new partnerships and locations:

- Te Pae Oranga o Ruahine o Tararua and Sport Manawatū will see the programme delivered in the Manawatū.
- Te Pūtahitanga o Te Waipounamu is delivering He Oranga Poutama in the South Island.
- Existing provider Mātaatua Sports Trust has extended to the Urewera ranges and Tauranga Moana.
- Nuku Ora is partnering with Te Rūnanganui o Te Ātiawa ki te Ūpoko o te Ika and Te Rūnanga o Toa Rangatira Incorporated in the Wellington takiwā (region).
- Sport Gisborne Tairāwhiti is partnered with Te Rūnanganui o Ngāti Porou to reach into Te Tairāwhiti north of Gisborne.

Providers are focused on traditional Māori physical activities, empowering Māori to design physical activity that suits their needs and activates participation in meaningful spaces, by Māori, for Māori, as Māori. For example, in the wake of Cyclone Gabrielle He Oranga Poutama kaiwhakahaere have put this approach into practice with Sport Gisborne Tairāwhiti and Te Runanga o Ngāti Porou distributing tākaro (play) packs to Civil Defence Bases in the affected areas.

This year we have continued to develop the MaraeFit app, a digital tool that enables Māori to discover opportunities to be active and reconnect with Marae. The app will support He Oranga Poutama kaiwhakahaere in the mahi they lead in their regions and complement He Oranga Poutama activity data. We're working closely with kaiwhakahaere to ensure the app is fit-for-purpose.

Delivering more culturally distinct physical activity pathways

Launched in 2021, Sport NZ's Māori activation plan, Te Aho a Ihi Aotearoa, prioritises our actions for the next three years to deliver on the outcomes set out in Te Pākē o Ihi Aotearoa, our Māori Outcomes Framework. Teams across Sport NZ Group, through their own Te Aho activation plans, will seek to deliver more culturally distinct physical activity pathways to better Māori outcomes.

For example:

Young women's activation fund supports Volleyfest

In Northland, the traditional volleyball model of a single, centrally located indoor facility was failing to connect with many young people, particularly young Māori and Pasifika women.

With support from Sport NZ's Young Women's Activation Fund, Volleyball NZ worked with providers and other organisations in Northland and three other regions to deliver Volleyfest, a holistic, fun, festival-style programme of co-designed activities.

Volleyfest achieved several notable outcomes in Northland:

- An increase in participation numbers at Volleyfest and the number of players from Volleyfest going on to join school and club teams.
- Leaders in remote communities have volunteered to support more volleyball opportunities across the region and youth leaders are playing a wider role in sport and recreation delivery by providing youth voice for forums such as Sport Northland's Balance is Better committee.
- Volleyfest is building relationships with and working alongside community, iwi, church groups and other providers to deliver ongoing opportunities for informal volleyball experiences.

Connecting whānau through tākaro and te reo Māori

A tākaro Māori kaupapa (Māori play initiative) in Kaikohekohe in the Far North is helping whānau learn te reo Māori and connect with each other through play.

First created in 2017 by a local kura kaupapa, Tākaro Tahī initially enabled parents to connect with te reo Māori in the home in a gentle way through play.

Tū Manawa funding through Sport Northland has supported the kura to hire a space to house the kaupapa and provide whānau with play packs. The packs contain a mix of taonga tuku iho (treasures handed down), toys, and kete kōrero (language information cards) with phrases and kīwaha (idioms), to help tamariki continue to play in te reo Māori at home.

Tākaro Tahī has supported whānau to rediscover knowledge they already had and empowered them to make their mātauranga relevant to their tamariki. Through tākaro, whānau are learning and sharing their whakapapa (lineage) and whānau tikanga (family custom). For example, creating movements with poi to recite their whakapapa or learn their pepeha with mau rākau actions.



⁴ See page 12 for more information on how the expansion of He Oranga Poutama is giving effect to our Te Tiriti commitments.

Te tautoko i ngā hapori kua tino korekore Supporting higher deprivation communities



Working alongside organisations with similar goals, we are implementing and trialling new initiatives to reach a diverse range of communities. Sport NZ takes a strengths-based approach to addressing inequitable access to physical activity participation.

In 2022/23 we have continued to work with other organisations to deliver the following initiatives:

Tū Manawa Active Aotearoa

The \$16 million per annum Tū Manawa Active Aotearoa Fund supports initiatives delivering play, active recreation and sport experiences for tamariki and rangatahi. The fund is administered by RSTs and has a particular focus on those who are less active, including girls and young women, disabled people and those living in areas of higher deprivation.

The latest annual evaluation report covers year two of the fund from June 2021 to July 2022. The key results are:

- RSTs are beginning to make a difference in their communities using Tū Manawa. There were clear connections between the projects delivered and the intermediate outcomes of the Sport NZ Outcomes Framework.
- Tū Manawa is enhancing the connection to our strategy through its integration and alignment with other RST work.
- Tū Manawa is empowering RSTs to:
 - find pockets of their community that they may have not been engaging with; and
 - provide funding to organisations that previously may have struggled to access funding to target those missing out.
- Feedback suggests that Tū Manawa has led to the creation of opportunities that would not have otherwise been delivered.

These are encouraging findings and we can see demand for Tū Manawa remains high into 2022/23 with more than 6,700 applications received since the fund launched in August 2020, seeking more than \$128 million. In years two and three of the fund, \$27.8 million has supported initiatives targeting young people in more highly deprived communities. Kaupapa Māori Pathway applications have increased since the fund launched, with the value of approved applications increasing by 32% since year one.

Tū Manawa is a key enabler of our focus on tamariki and rangatahi, supporting a wide range of play, active recreation and sport initiatives throughout the motu. For example:

Neuro-divergent students excel in the outdoors

Tū Manawa funding has supported a group of Wellington rangatahi to build up their physical and mental stamina through outdoor activity days, including day walks, bushcraft activities, overnight camps and a five-day walk in Abel Tasman National Park.

Feedback from the students and their whānau has been incredibly positive, with many reporting increased physical ability and confidence in outdoor activities and other areas of their lives. Families are enjoying opportunities to do outdoor activities together.

Tū Manawa funding supporting #itsmymove

Almost 600 of Rotorua Girls' High School 680 students have taken part in the school's Let's Go Girls initiative, which was supported by Tū Manawa funding.

The students decided on the activities they wanted to participate in, such as boot camp, play boxes and outside volleyball courts, as well as opportunities to try new activities like roller skating, badminton, ki-o-rahi and mountain biking.

The school's head of physical education and health says Let's Go Girls has changed the culture of the school.

Food and play coming together in Southland

Invercargill food rescue agency KiwiHarvest, with support from Southland Rotary Satellite Club, applied for Tū Manawa funding through Active Southland to include play packs in the food parcels it delivers to local whānau in rural communities.

The packs featured games such as cards, stacking towers and a range of sporting gear.

This was a pilot project and another good example of how Tū Manawa is enabling RSTs to broaden their networks and support innovative ways to reach communities.

Former refugees get active in Manawatū

Palmerston North-based primary health organisation THINK Hauora has run three projects as part of its wellbeing programme for former refugees and multi-cultural communities.

Activities included a weekly youth football programme, a have-a-go programme for young women, and family-oriented sports sessions.

There have been several positive outcomes of these projects. Many have gone on to join football clubs and Sport Manawatū says partnering with a primary health organisation is enabling them to reach more communities who are missing out on opportunities to be active.

Individual Hardship Funds

The two Individual Hardship Funds support tamariki and rangatahi who are experiencing financial hardship and missing out on physical activity opportunities. Active Me – Kia Tū is delivered in partnership with Variety NZ, and Sport NZ has partnered with Te Pūtahitanga o Te Waipounamu to deliver Te Kīwai.

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.

Evaluation of year two of Active Me – Kia Tū shows the fund is creating opportunities and choice for tamariki and rangatahi to participate in physical activity. The evaluation also shows:

- The funding is having a significant impact on the mental and emotional wellbeing of young people, for example through making friends and feeling included, increased confidence and self-esteem and improvements in family cohesion.
- Parents and caregivers felt empowered, respected and heard in accessing the funding. Many reported they felt their mana returning as they can help their children to participate.
- The partnership between Sport NZ and Variety NZ is creating benefits for both organisations. Sport NZ is gaining greater insight into the lived experiences of hardship for tamariki, rangatahi and their whānau. Variety NZ has been able to achieve scale and reach at a faster rate than previously possible.
- There is a high rate of ongoing use of equipment and clothing and engagement in an activity 6-months after receiving financial support through Active Me – Kia Tū.

Te Kīwai also shows the funding has helped overcome financial barriers to physical activity for tamariki, rangatahi and whānau. As a result, young people are participating in new experiences, reporting increased confidence and sense of achievement and increasing cultural connection by supporting participation as Māori in a Māori context.

Following successful pilots of the two funds, in 2022/23 Sport NZ confirmed a further \$5.5 million investment into Active Me – Kia Tū to broaden access across Aotearoa, with up to 10,000 children expected to benefit over the next two years. In addition, Te Pūtahitanga o Te Waipounamu will receive \$850,000 to continue the Te Kīwai fund in the South Island.



Children in Care

Building on pilot projects with Oranga Tamariki, Sport Canterbury and Healthy Families Ōtautahi, Sport NZ continues to work with a range of stakeholders to engage and empower tamariki and rangatahi in state care or custody through physical activity.

Evaluation of the pilot projects demonstrate access to physical activity is benefiting young people's physical development, social skills, confidence and emotional and mental wellbeing. The coaches, mentors and physical activity providers report greater knowledge of how to engage and be more responsive to the needs of tamariki and rangatahi in care. This year we have established a steering group with representatives from the key agencies involved to start scaling the initiative to other regions in New Zealand.

Pulling it all together:

The impact Sport NZ is having on quality play, active recreation and sport experiences

Sport NZ's strategic focus is on improving physical activity levels through play, active recreation and sport. We're aiming to reduce the drop-off in physical activity in the teenage years and increase the physical activity levels of tamariki and rangatahi who are less active and/or have less equitable access to quality physical activity opportunities. To achieve this, we work through others to improve the quality and accessibility of play, active recreation and sport opportunities. This approach requires significant system change, which will take time.

Through our national survey Active NZ we continue to see the negative impacts of COVID-19 and recent extreme weather events on activity levels, however qualitative evidence, such as partner reporting and Voice of Participant (VoP) surveying, shows that system change is occurring. For example:

- NSOs who have made strong commitments to Balance is Better are making changes aligned with the philosophy, with increasing evidence of impact at a regional and club level. We're also seeing through the VoP the proportion of tamariki and rangatahi who are very or extremely satisfied with the experience in a club setting has increased over the last six years across the five largest team sports.
- Healthy Active Learning has become central to implementing Sport NZ's Strategy and is increasingly becoming a vehicle to support our priority programmes focused on improving outcomes for tamariki.
- Sport NZ and our sector partners are building stronger connections with local government as a critical enabler and funder of physical activity opportunities, especially in play, active recreation and spaces and places. In the councils in which we've invested, the regional play advocate roles are elevating play to a more strategic level and influencing other regional projects where play can contribute to shared outcomes like better connected, safer communities.
- Tū Manawa is an important enabler of our strategic priority areas and contributing to an increase in the number and type of opportunities available, especially for rangatahi who are missing out.
- Te Aho is driving stronger internal collaboration across Sport NZ to explore new culturally distinct pathways and strengthening relationships with Māori.

Wāhanga Whā
Section Four

Te mahi Hākinakina Taumata Ikeike i Aotearoa
i te tau pūtea 2022/23
High Performance Sport New Zealand
activity in 2022/23

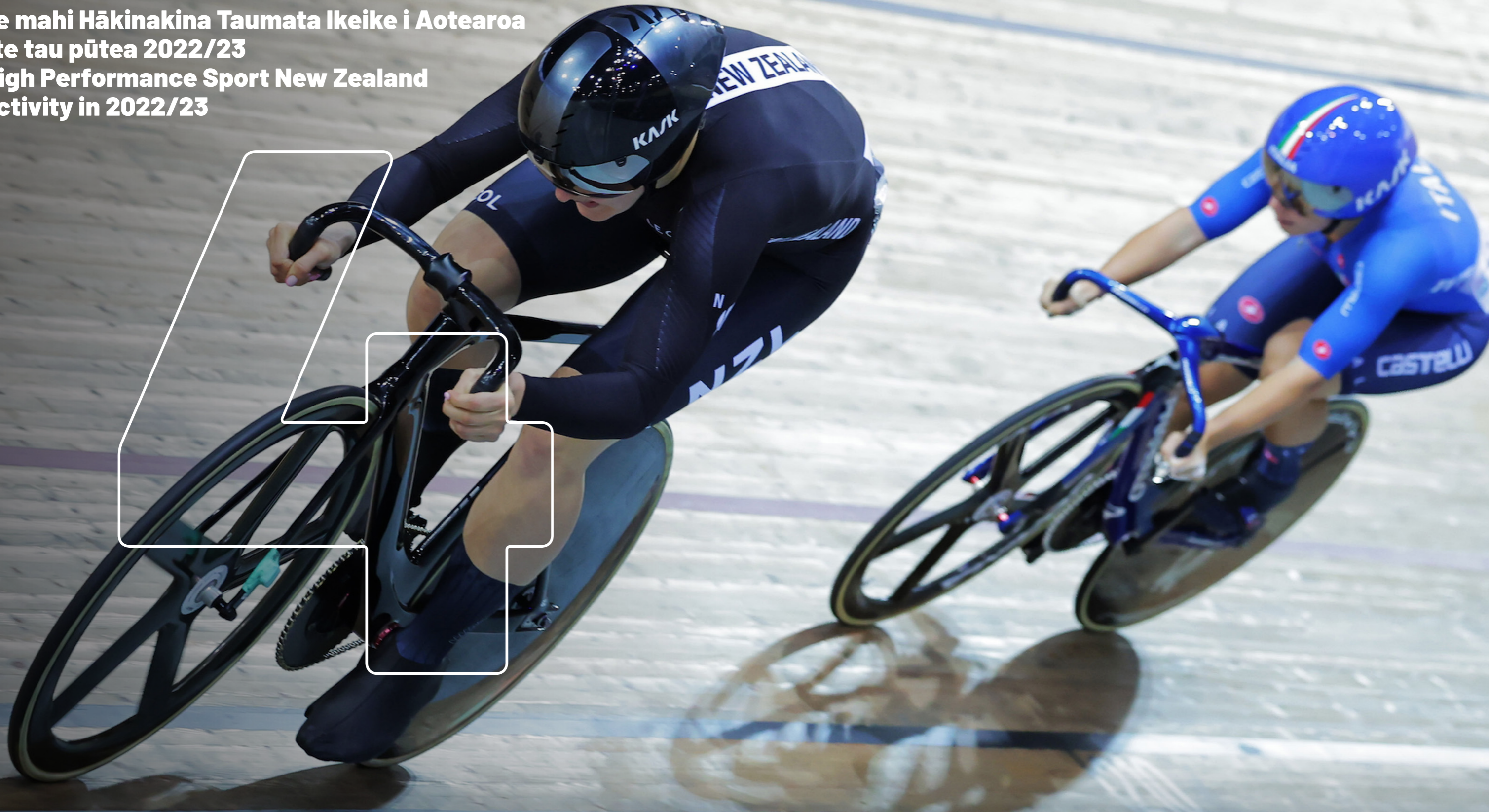


Image credit: Photosport



The 2032 High Performance System Strategy identified three key shifts to deliver the transformation required to create a sustainable, enhanced high performance system between now and 2032. The three shifts we're focused on delivering are:

1

Performance Pathways:

Greatly enhanced performance pathways for athletes and coaches delivering an accessible national performance network for the development of future talent, while supporting our elite athletes and coaches.

2

Wellbeing and Engagement:

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.

3

Funding and Investment:

An expanded and more agile funding and investment framework, enabling investment in more sports and performance pathways so more athletes are identified earlier.

Ngā Ara Hākinakina Ikeike Performance Pathways

The anchor point of the HPSNZ strategy, we are working with partners and stakeholders across the sector to develop and strengthen the end-to-end pathways in, through and out of high performance sport. In this strategic period, we've identified five enablers to ensure athletes' and coaches' personal and professional growth is optimised throughout their journey: coach development, regional performance pathways, athlete performance support, innovation and research, and supporting NSOs to develop connected, sustainable performance pathways.

The following section outlines activities and achievements across these key enablers.

Coaching pathway programmes

HPSNZ's coaching pathway programmes have advanced in 2022/23, with five options available to meet the development needs of coaches from pre-high performance level through to high performance elite coaches. The five programmes are:

1. Wā Kāinga Core Knowledge

For pre-high performance coaches, those looking to transition to high performance coaching, and athletes who want to move into coaching. Through this programme, HPSNZ supports NSOs to lift knowledge and critical skills required early in the high performance pathway.

2. Te Hāpaitanga

HPSNZ's coaching programme for women, the 18-month initiative provides a range of opportunities for future female high performance coaches to test and develop their coaching capability. See page 15 for more information on this year's Te Hāpaitanga programme.

3. Te Tūāpapa Coach Accelerator

For coaches employed by NSOs currently receiving HPSNZ investment, this programme aims to support our priority campaign coaches to sustain existing podium success with a strong focus on leadership skills.

4. Kaumatua

Targeting master coaches who want to keep contributing to coach development pathways by nurturing the next generation of high performance coaches.

5. Kia Manawanui Performance Coaching in Action

This programme is designed to support coaches who are working with potential podium athletes preparing for international pinnacle events from 2024 onwards.

Coaching programmes in action:

In 2022/23 two Kia Manawanui workshops have been held with live coaching sessions hosted by high performance coaches from bowls, diving, equestrian and squash to demonstrate their coaching practice and challenges.

The different approaches and techniques demonstrated in each of the sports provide good opportunities for cross-sport learning and sharing knowledge, in areas such as interacting with athletes and planning training.

In December 2022 the New Zealand equestrian team undertook a Te Tūāpapa residential programme to help them gain clarity and commitment on a shared approach to Paris 2024.

HPSNZ continues to work with the equestrian national head coach, providing bespoke pinnacle event support to assist with campaign planning. A wide range of topics are covered, such as use of powerful language, adapting to different athlete learning styles, preparation and reflection on sessions and competition. Feedback on the programme is positive, with the head coach commenting on the role of quality support if athletes are to perform at their best.

Yachting NZ supported youth coach Jenny Armstrong to join Te Hāpaitanga as a professional development opportunity and also as a first step to explore other coaching opportunities within yachting.

Jenny says the programme had practical applications to her coaching, while the networks of other participants and mentors have been beneficial and provided opportunities to learn how other sports operate.

Jenny is now in a full-time role with Yachting NZ as the Women's Sailing Manager responsible for implementing the Women and Girls sailing strategy, as well as the ILCA (International Laser Class Association) 6 Lead Coach.

Regional Performance Pathways

During this strategic period HPSNZ is reconnecting with regions throughout New Zealand to provide athletes and coaches the support they need closer to home. In 2022 we launched the Performance Pathway Project focused on the identification and development of our next generation of athletes and coaches.

Over the past year we have expanded the project across three hubs (Christchurch, Wellington, and Dunedin), which are based at existing HPSNZ multi-disciplinary training centres. The hubs connect NSOs to the regions and enable connections 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.

To support the hubs and facilitate a nationwide network of flexible, regionally based support, we've partnered with other organisations and facilities to develop four pods (Manawatū, Hawkes Bay, Northland, and Southland). By the end of 2023 we expect to have established pods in Auckland, Waikato, Bay of Plenty and Tasman.

Working with NSOs and Regional Sport Organisations (RSOs) across the hubs, we have identified 105 athletes, representing 22 sports (17 Aspirational and 5 Podium, including 2 para sports). Each athlete starts their journey by identifying their support circle and developing a holistic Individual Picture of Performance (IPP) and action plan to achieve their high performance aspirations.

The Project is also identifying coaches and supporting them to access professional development opportunities, such as the Wā Kāinga Core Knowledge programme. Most coaches at the pre-high performance stage are volunteers with limited visibility of or connection to national pathways.

Achievements to date

- 75% of athletes have completed their IPP
- 60% have worked with their HPSNZ performance life coach to complete a transition profile for their journey through the sport pathway
- 35 of the registered athletes representing 10 sports have been selected in a national age group squad or team in 2023, with a further 6 athletes selected for senior (open) national squads or teams.
- 60 coaches have been identified across the 105 athletes. Nearly half are currently involved in a coaching pathways programme.

Early outcomes

- Athletes at different ages and stages are able to train alongside each other, which provides opportunities for athletes to mentor, inspire and support each other.
- Positive results for athletes and coaches are occurring when facilitators, RSOs and NSOs communicate effectively.
- The Project provides an avenue to hear the athlete voice and athletes are enjoying the opportunity to take ownership and drive the support they require.
- The Project is uncovering mental health and wellbeing issues before they become critical.

Innovation and research

Our innovation and research team collaborate with athletes, coaches and NSOs to develop innovative solutions, products and technology to increase New Zealand athletes' chances of success. Throughout 2022/23 our focus has been on sport engineering projects and research for key campaigns in preparation for the Paris 2024 Games. For example, we've been collaborating with Cycling NZ to develop skin suits that reduce aerodynamic drag and will be used at next year's Games. We're also shifting all testing, development and manufacturing, where possible, into New Zealand, which ensures we can retain all IP in Aotearoa and continue to build on previous success.

This year we've also worked closely with Yachting NZ to adapt the data logger previously developed for use on rowing and canoe boats to help the sailors improve decision making. We've adjusted the design of the data logger to make it more robust for the marine environment. We've also developed a sensor system that attaches to the hull of the boats and provides information on boat positioning and how the crew are handling the boat.

During the past 12-18 months we have focused on better understanding the key questions NSOs want to answer to improve athlete performance. As a result, some of the research we have underway is focused in the areas of training methodologies, women in sport, wellbeing and performance pathways.

Athlete Performance Support

HPSNZ's Performance Support is delivered by a team of specialists spanning seven areas to support athlete wellbeing and optimise performance: strength and conditioning, performance life coaching, performance health, performance nutrition, performance insights, performance psychology and performance physiology.

As we work with NSOs, coaches and athletes to prepare for Paris 2024 Games, here are some examples of athlete performance support in action:

Psychology, nutrition and life coaching support for the Shooting Para Sport team

The three members of the Shooting Para Sport team worked with HPSNZ Performance Support as they prepared for the World Championships held in the UAE in November 2022.

HPSNZ sport psychologist worked closely with the team members during their preparation and also travelled with the team as a support person.

Nutrition support ensured athletes were at their peak heading into the World Championships and they had options for fuelling during long competition days, while our performance life coaching has been working with team members on developing a wellbeing plan that focuses on career development, identity outside sport, and time and energy management skills.

For two of the team members, the 2022 World Championships was a chance to get back on the world stage following COVID-19 and the team has their sights firmly set on Paris 2024.

Collaborative approach to support sailing crew

The two-person crew of a new yachting foiling class is working with HPSNZ Strength and Conditioning, physiologist and physio in their build-up to Paris 2024.

HPSNZ athlete performance support meet regularly and work with the athletes throughout the week, taking a collaborative approach to training to ensure injury risk is minimised. Mobile apps to monitor and manage training performance, even when the athletes are overseas, provides data to respond to the needs of the individual and tweak training programmes as required.

The athletes are steadily moving up the rankings in the new class and are strong podium contenders for Paris 2024.

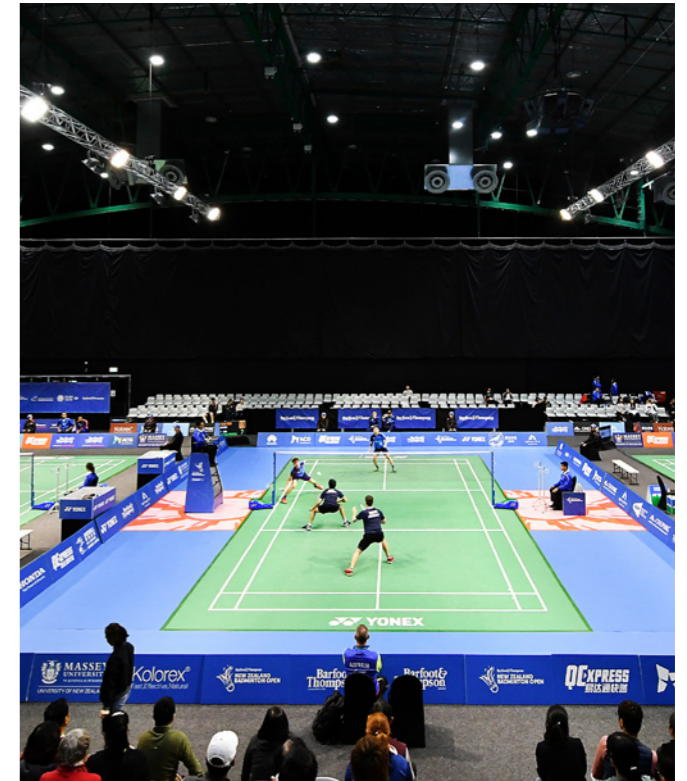


Image credit: Photosport

Performance Life Coaching for Badminton coaches and younger athletes

Badminton NZ is one of five aspirational sports that has accessed HPSNZ's Performance Life coaching team through a series of workshops for pre-high performance athletes, their parents, and coaches.

This year we have run three workshops focused on how coaches and parents can support the young athletes to grow in their sport and as a person. For example, coaches need to know how to empower athletes to make decisions, communicate their individual needs, build character and take responsibility for consequences of their actions.

HPSNZ performance support is helping Badminton NZ strengthen their high performance capability.

Te Oranga me te Kōkiritanga Wellbeing and Engagement

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.

Mental wellbeing strategy

As HPSNZ engages with more sports and there is wider geographical spread of athletes across emerging talent pipelines, we are focused on evolving our support to ensure mental wellness remains a priority regardless of age and stage.

In recognition of the multitude of factors that can impact an athlete's mental wellbeing, a system-wide approach to enhancing understanding and awareness of mental wellbeing will help to reduce stigma whilst facilitating opportunities for individuals to seek help.

In 2022/23 we've focused on evolving our current mental health strategy to cover three pillars:

- Awareness and education: enhance system-wide knowledge and equip athletes with the skills and tools to empower them to address mental health issues. Improving mental health literacy is a key focus here and we're delivering mental health workshops, developing athlete inductions and supporting wellbeing planning. Coach education in this area is also being delivered through the Core Knowledge coaching programme.
- Evaluation: systematic and routine athlete monitoring and collection of long-term athlete mental health data to enable informed and targeted approaches.
- Response: ensure specialist mental health care is readily accessible, such as through a referral system to medical, Instep (counselling) or clinical psychology support.

Through the evolution of the strategy, we are placing a greater emphasis on raising awareness of the impact and importance of mental wellbeing. We're seeing a shift in our partner organisations with NSOs more open to discussing mental wellness among athletes, coaches and support staff.

Wellbeing framework and measurement approach

Alongside this, we've also been developing a wellbeing framework to protect, promote and achieve wellbeing through high performance sport. We've engaged with athletes, NSOs and peak bodies, the Integrity Transition Programme and other teams across the Sport NZ Group, including Kahui Rautaki Māori, to ensure the roles and responsibilities of the individual, NSO and HPSNZ in enriching wellbeing through high performance environments are clearly articulated.

To support the framework and enable HPSNZ, sports organisations and individuals assess and better understand their wellbeing practices and environment, we have also invested in developing guidance for understanding and measuring wellbeing. The guidance supports users through the process, planning and preparation required to assess wellbeing in a meaningful way and enables a bespoke approach.

HPSNZ acknowledges the challenges in measuring wellbeing. Currently we monitor wellbeing environments through the NSO Health Check process and work with sports where improvements are required. However, due to resource constraints, low engagement rates with HPSNZ and sector surveys, and the current point between pinnacle events, we have been unable to report results for our current service performance measures that relate to wellbeing and engagement. The development of the wellbeing framework and measurement approach are a positive step forward to enable us to measure and better report on wellbeing environments in high performance sport.

Wellbeing investment

Underlining our commitment to a system-wide focus on wellbeing, we are investing in sport-led initiatives, such as funding for Wellbeing Manager roles, wellbeing measurement tools, mental health workshops, and support for staff and athletes travelling overseas, with several other initiatives in the pipeline for 2023/2024. In the last financial year this investment is about \$600,000.

Supporting the health of female athletes

In 2022/23 we welcomed a specialist medical practitioner for female health and a lead for healthy women in performance sports. Our initial focus has been to engage with sports and athletes to better understand how we can support the health, wellbeing and performance of female athletes.

We identified opportunities to make simple changes to the health evaluation process for athletes to optimise the management of various female health issues. Previously a two-step process that involved a questionnaire and a doctor's appointment, the evaluation now includes a female-specific focus covering family and personal history and menstrual health.

The change to the health evaluation is allowing female athletes and their support teams to make more informed decisions. It's also informing the development of information resources to meet the needs of female athletes. The resources cover topics like low energy availability, the menstrual cycle, anterior cruciate ligament injuries, concussion in female athletes, and pregnancy in sport.

For more information on how we're supporting women leaders and coaches in the high performance sport sector, see page 15.

Athlete Leaders Network

This year we have supported the establishment of the independent Athlete Leaders Network to strengthen athlete voice across the high performance sports system, empower athletes and advocate for change within the sporting system. Established in October, the Network has appointed a General Manager and in mid-2023 confirmed its Board.

All sports are invited to have athlete representation on the Athlete Leaders Network.

Te Pūtea me te Haumi Funding and Investment

The HPSNZ 2024 Strategy introduced a new Targeted Investment Framework to help achieve the Performance Pathways and Wellbeing and Engagement system shifts. This funding and investment model enables us to adapt to the changing landscape in sport and the world around us and to invest in more sports with the potential to inspire New Zealanders.

Investment for 2026 Winter Olympic and Paralympic cycle

In 2022/23 HPSNZ confirmed an investment of \$21.9 million in NSOs over the next four years to prepare athletes for the 2026 Winter Olympic and Paralympic Games in Milano Cortina. The investment supports winter sports' high-performance campaigns, builds on the development of athlete and coach pathways and wellbeing initiatives and helps provide facilities for our top winter sports athletes and para-athletes to compete consistently.

The investment includes:

- \$14.3 million of funding for Snow Sports New Zealand and Ice Speed Skating New Zealand and investment in two new sports – Biathlon and Luge.
- Further financial support of \$3.7 million for NSOs to invest in athletes through the Tailored Athlete Pathway Support programme.
- \$3 million to enable HPSNZ Performance Support services, such as medical, performance nutrition and performance and technique analysis.
- \$0.99 million to support the completion of the new Snow Sports dry slope training facility at Cardrona.

Increased Tailored Athlete Pathway Support investment

Tailored Athlete Pathway Support (TAPS) investment is designed to support athlete wellbeing by providing NSOs funding for eligible athletes with greater financial security through either a Base Training Grant or Development Training Grant. In 2022/23 HPSNZ has increased the investment to NSOs for athletes on these grants in response to the current inflationary environment and cost-of-living crisis.

The Base Training Grant has increased from \$30,000 to \$32,500 per annum (to 31 December 2024) and the Development Training Grant has increased from \$10,000 to \$11,000 per annum. These increases were back dated to 1 January 2023.

Prime Minister's Scholarships

Prime Minister's Scholarships support athletes, coaches, support team members and officials to gain educational or professional qualifications while continuing in sport.

In 2022/23 314 athletes representing 38 sports were awarded Prime Minister's Scholarships. The Scholarship programme invests in educational opportunities to support athletes develop holistically outside sport in ways that contributes to their post-athletic career. For example, Tokyo Olympic canoeist Kurtis Imrie has been able to complete his electrician apprenticeship while working, training and studying through the financial support of the Prime Minister's Scholarship.

During this reporting period, HPSNZ introduced a Prime Minister's internship scholarship, which provides paid internship opportunities for athletes to gain work experience while continuing their sporting career. This year six athletes received an internship scholarship, which enabled them to work with HPSNZ to create an internship that suits them.

For example, Tokyo 2020 Olympic sailor Paul Snow-Hansen is completing an internship with ethical and sustainable New Zealand clothing brand LUCK.E. Paul has the opportunity to contribute and grow his skills in marketing, design and product development, while also continuing to train and compete. For LUCK.E, whose co-founder is a former sailor, the extra pair of hands has allowed the small business to focus on growing their company.

Pulling it all together:

The impact HPSNZ is having on supporting a high performance system that enables athletes to excel

HPSNZ's current strategy is focused on delivering a sustainable, enhanced high performance system that enables New Zealand athletes and coaches to achieve success on the world stage and continue to inspire and engage New Zealanders.

HPSNZ's current investment and strategic period launched on 1 January 2022 to support Podium and Aspirational Sport partners in the lead up to major and pinnacle events. While there have been few pinnacle and major events during 2022/23, through our regular engagement with sports we are beginning to see change across the high performance system, such as:

- Our focus on building greater connections between sports, performance support and athletes in regional New Zealand is identifying more pre-high performance athletes and enabling the provision of age and stage appropriate support. Sports continue to build their evidence and understanding of key transition steps to support a sustainable pipeline of athlete talent.
- This project is also creating opportunities for younger and more experienced athletes to learn from and support each other as they're training and accessing support closer to home, often in multi-sport environments. Feedback from athletes indicates this has a positive impact on wellbeing and NSOs are also recognising the value of support networks for athletes.
- Through our athlete performance support, coaching pathway programmes and regional performance pathways work programmes we are providing more opportunities for cross-sport collaboration and knowledge sharing. This supports our focus on strengthening the high performance system.
- Sports are demonstrating greater awareness of the importance of holistic development for athletes and coaches in sport and in life. Through our engagement with sports, we're seeing more examples of NSOs' understanding of wellbeing and athlete voice maturing, which is impacting organisational culture and driving positive conversations between coaches, athletes and staff.
- Our long-term focus and investment through a four-year pinnacle event cycle is enabling sports organisations to also plan for the long-term, which is having positive flow-on effects for enablers of performance, such as advancing research and innovation projects and supporting a broader focus on DE&I organisational capability.

Wāhanga Rima
Section Five

Whakatutukinga ā-Whakahaere
Organisational Performance



Ko tā te kaitukumahi pai Being a good employer

The 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 2023 with the results showing positive increases for both Sport NZ and HPSNZ. Sport NZ's overall employee engagement score is 79% (up 1% on 2022), and HPSNZ is 77%, up 9% on the year prior.
- Our flexible work policies continue to support work-life balance, giving employees the option to work from home two days per week where role appropriate.
- Sport NZ introduced several new staff benefits in 2022/23, including an additional week of leave for staff who achieve five years' service and an annual volunteer day for teams.

Diversity and inclusion

- 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 sits on the Sport NZ Group executive leadership team and we are expanding Sport NZ's internal Māori cultural capability programme, Tū Te Ihi, to ensure HPSNZ staff have similar opportunities.
- 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 but also gender and age.
- Part of Sport NZ's Disability Plan includes growing internal capability to understand and recognise the needs of disabled people. In 2022/23 Sport NZ Group held workshops focused on how we can all play a role in creating more equitable opportunities, environments and experiences.
- We currently have a 56/44% gender split (F/M) across the Group with similar representation across the Group Executive Team (58% female, 42% male).

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. At the end of 2022/23, 63% of Sport NZ's senior leaders are women and 48% at HPSNZ.

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.
- Leadership and development initiatives are focused on topics such as building resilience, leading hybrid teams, improving communication and understanding unconscious bias.
- Mental Health 101 training was rolled out with good uptake across the Group.
- We're currently developing a Kaimahi Development Framework to build the leadership capability of our People Leaders across the Group.

Remuneration and recognition

- Sport NZ Group has 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 have finalised our Kia Toipoto Action Plan outlining the actions we're taking to close our gender, Māori, Pacific and other ethnic pay gaps.

- 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.
- This year we have seen improvements in our gender pay gap and have steps in place to increase the number of women in senior roles across the organisation.

Gender pay gap

	2020/21	2021/22	2022/23
Sport NZ	14.2%	12.5%	7.3%
HPSNZ	15.5%	20%	14.7%

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. No notifiable events⁵ occurred in Sport NZ or HPSNZ workplaces in 2022/23.
- 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 PushPlay reimbursements, financial support for eye exams, in-house flu vaccinations, and access to an Employee Assistance Programme (EAP).
- In 2022/23 Sport NZ Group implemented several initiatives to support staff wellbeing, including establishing a group of staff Wellbeing Champions, which has received a good uptake from kaimahi needing support, and creating and sharing resources that promote positive wellbeing and offering financial wellness sessions.

⁵ 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.

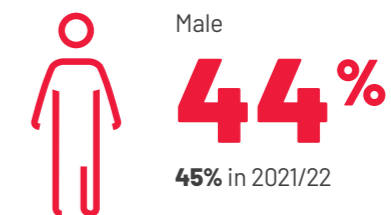
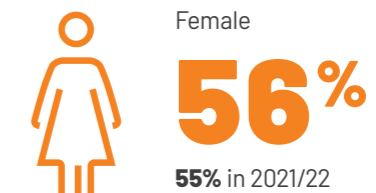
⁶ Includes fixed term roles.

Sport NZ Group staff in 2022/23

Number of employees⁶



Average tenure in years



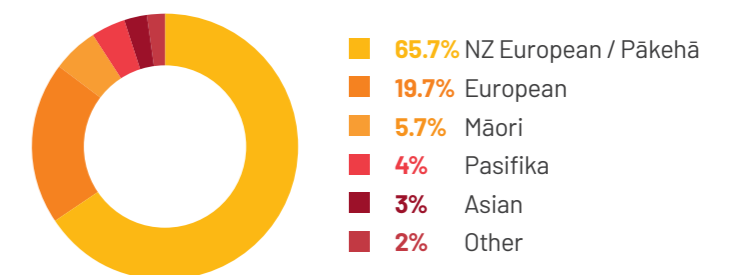
Annual staff turnover



Average age



Ethnic diversity at Sport NZ Group at end of 2022/23



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 September 2022 HPSNZ appointed four new Directors: Duane Kale, Don Tricker, Dame Valerie Adams and Dame Noeline Taurua.

In early 2023 Sport NZ appointed Erin Roxburgh as a Board intern as part of our Future Director programme, which aims to support the next generation of leaders through governance experience.

As at 30 June 2023, 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
Dame Farah Palmer	Hetty Van Hale
Karen Vercoe	Martin Toomey
Rakesh Naidoo	Duane Kale
Robyn Cockburn	Don Tricker
Suri Bartlett	Dame Valerie Adams
Erin Roxburgh (Board intern)	Dame Noeline Taurua

On 30 June 2023 Bill Moran stepped down from the Chair role on the Sport NZ and HPSNZ Boards. We wish to acknowledge his contribution in steering the sector and leading both organisations during the seven years he served on the Boards, with five of these as Chair. Bill will remain as a member of both Boards for 2023/24. Raewyn Lovett has been appointed Chair and Duane Kale Deputy Chair of both Boards.

Taumata Māori

A major milestone in 2022/23 is the establishment of Te Taumata Māori, a new governance group to provide valuable guidance at a governance level to Sport NZ Group on Te Tiriti o Waitangi, mātauranga Māori, strategy, investment and outcomes. The formation of Te Taumata Māori was one of the recommendations of the independent Governance and Organisational Structure Review undertaken in 2021. The members, chaired by Sport NZ Director Karen Vercoe MNZM (Ngāti Pikiao, Ngāti Makino), bring their unique skillset and provide greater capability and capacity to the Group on matters relevant to Māori.

In 2022/23, Te Taumata Māori Board Directors were appointed: Karen Vercoe (Chair), Whaimutu Dewes, Dame Hinewehi Mohi, Sarah Hirini and Daniel Procter.

Pūrongo whakaputanga waro Carbon emissions reporting

Alongside other Crown agents, Sport NZ Group is mandated to measure, report and reduce its carbon emissions in line with a 1.5-degree pathway, as part of the Carbon Neutral Government Programme (CNGP). Sport NZ Group is committed to meeting its obligations of the CNGP.

Sport NZ and HPSNZ's greenhouse gas emissions have been independently verified by Toitū Envirocare. Both entities are members of the Toitū carbon reduce programme, which means we are measuring, managing and reducing emissions in accordance with ISO 14064-1:2018 and Toitū requirements. Sport NZ Group has applied an operational control consolidation approach.

In 2022/23 we are reporting greenhouse gas emissions for Sport NZ and HPSNZ. In 2020/21 and 2021/22, Sport NZ voluntarily reported its greenhouse gas emissions as a single entity.⁷ To meet the obligations of the CNGP, we will be reporting emissions data for the Sport NZ Group by 1 December 2023.

Table 1: Emissions profile broken down by scope and total annual emissions (tCO₂-e) by financial year

Category	Scope	2019/20	2020/21	2021/22	2022/23
1 – direct emissions	Scope 1	0.00	5.54	5.09	5.31
2 – indirect emissions from imported energy	Scope 2	20.57	12.85	16.03	9.65
3 – indirect emissions from transportation	Scope 3	432.33	214.36	265.15	455.53
4 – indirect emissions from products and services used by organisation		2.11	1.29	8.19	9.94
5 – indirect emissions associated with the use of products from the organisation		0.00	0.00	0.00	0.00
6 – indirect emissions from other sources		0.00	0.00	0.00	0.00
Total gross emissions All measured emissions in tCO ₂ -e		455.00	234.04	294.46	480.43
Change in gross emissions (all categories) from previous financial year			-49%	26%	63%
Change in gross emissions (all Categories) since base year			-49%	-35%	6%

⁷ Due to the timing of when our verified data was available, Sport NZ reported its emissions for the year prior to the reporting period. Our emissions data is now aligned with our financial year reporting.

⁸ Nine months of data is extrapolated to account for the effects of COVID-19 from March-June 2020.

Sport NZ emissions

As a single entity, Sport NZ's base year is 2019/20. We chose this baseline year as it largely reflects a normal year of operations for Sport NZ⁸.

In 2022/23, we emitted 480.43 tCO₂-e (tonnes of carbon dioxide equivalent), a 6% increase on our base year (455 tCO₂-e). Sport NZ emissions have fluctuated since 2019/20, largely due to COVID-19 response measures, resulting in fewer people working from our offices and periods of significantly reduced domestic and international air travel. Emissions generated from air travel consistently make up the bulk of our emissions profile. In 2022/23 we have seen a small reduction in emissions associated with petrol through Sport NZ's car fleet, which could be attributed to the transition to hybrid cars.

Table 2: Sport NZ total emissions breakdown by source (2022/23)

Source	2022/23 (tCO ₂ -e)	%
Air travel domestic (large aircraft)	254.41	52.95%
Air travel domestic (medium aircraft)	127.89	26.62%
Rental Car average (petrol)	18.80	3.91%
Accommodation - New Zealand	17.86	3.72%
Electricity	9.65	2.01%
Taxi (regular)	8.18	1.70%
Car Average (unknown fuel type)	7.31	1.52%
Wastewater for treatment plants (average)	7.25	1.51%
Petrol regular	5.31	1.11%
Air travel short haul (average)	5.30	1.10%
Working from home	5.22	1.09%
Air travel domestic (small aircraft)	4.82	1.00%
Air travel long haul (econ)	4.58	0.95%

Sport NZ emission intensity by FTE and revenue

Since 2019/20 Sport NZ has experienced a growth in the number of full-time equivalent employees (FTEs) and revenue.

KPI	2019/20	2020/21	2021/22	2022/23
FTEs	114.00	139.44	127.30	149.50
Revenue (\$m)	92.47	209	141	149
Emissions intensity				
Total gross emissions per FTE in tCO ₂ -e	3.99	1.68	2.31	3.21
Total gross emissions per million dollars of revenue in tCO ₂ -e	4.92	1.12	2.09	3.22

Sport NZ reduction targets and progress

Sport NZ is applying a 'science-based targets' approach to reducing year-on-year emissions and we're currently aiming to reduce gross emissions by 5% total per annum by 2025 from our base year of 2019/20.

In 2020/21 we exceeded this target reduction in Sport NZ's gross emissions due to the impact COVID-19 had on our operations. We have not met the per annum reduction target in the previous two financial years as COVID-19 travel restrictions ended and we've focused on re-engaging and supporting the sector, often through face-to-face time.

HPSNZ emissions

HPSNZ has started its measurement process with Toitū Envirocare, initially auditing emissions for 2018/19 as the baseline to avoid the impact of COVID-19 response measures on business activity.

In 2022/23 we emitted 436.29 tCO₂-e, which is a 37% reduction on our 2018/19 base year (693.24 tCO₂-e). The large reduction is due to COVID-19 related constraints and COVID-19 affected Tokyo 2020 Olympic and Paralympic Games during the intervening years, the emissions for which have not been measured and audited. In 2022/23 the ongoing effects of COVID-19 have continued to reduce demand for PM Scholarships that involve international travel. Our emissions profile in 2022/23 is not representative of a typical annual movement.

HPSNZ staff travel with NSO campaigns internationally, which is paid for by the NSOs, and therefore out of scope for including in HPSNZ's emissions profile. This is a challenge for HPSNZ and for the high performance sport sector as we continue to build our understanding of the full impact of our work, while also balancing the need to travel domestically and internationally to qualify for and compete in pinnacle events.

Table 4: HPSNZ emissions profile broken down by scope and total annual emissions (tCO₂-e) by financial year

Category	Scope	2018/19	2022/23
1 - direct emissions	Scope 1	75.78	33.53
2 - indirect emissions from imported energy	Scope 2	53.54	47.67
3 - indirect emissions from transportation	Scope 3	526.42	334.61
4 - indirect emissions from products and services used by organisation		37.50	20.48
5 - indirect emissions associated with the use of products from the organisation		0.00	0.00
6 - indirect emissions from other sources		0.00	0.00
Total gross emissions All measured emissions in tCO ₂ -e		693.24	436.29
Change in gross emissions (all Categories) since base year			-37%

Table 5: HPSNZ total emissions breakdown by source (2022/23)

Source	2022/23 (tCO ₂ -e)	%
Air travel domestic (average)	190.06	43.6%
Electricity	47.67	10.9%
Car Average (unknown fuel type)	34.90	8.0%
Aircraft - Aerospatiale/Alenia ATR 72	24.80	5.7%
Air travel long haul (econ+)	24.28	5.6%
Petrol regular	19.15	4.4%
Air travel short haul (econ)	17.29	4.0%
Air travel long haul (econ)	16.34	3.7%
Accommodation - New Zealand	10.36	2.4%
Petrol premium	9.17	2.1%
Aircraft - Airbus A320	5.96	1.4%

HPSNZ emission intensity by FTE and revenue

KPI	2018/19	2022/23
FTEs	149.5	161.9
Revenue (\$m)	74.23	87.98
Emissions intensity (based on provisional data)		
Total gross emissions per FTE in tCO ₂ -e	4.64	2.69
Total gross emissions per million dollars of revenue in tCO ₂ -e	9.34	4.96

HPSNZ reduction targets and progress

HPSNZ is applying a 'science-based targets' approach to reducing year-on-year emissions and we're currently aiming to reduce gross emissions by 5% total per annum by 2025 from our base year of 2018/19.

Largely due to the ongoing effects of COVID-19 on the high performance sport sector and international travel, combined with a reduced pinnacle event schedule in 2022/23, we have seen a 37% reduction in our gross emissions on our 2018/19 baseline.

Sport NZ Group reduction plans

To meet the requirements of the Carbon Neutral Government Programme for tranche 2 organisations, Sport NZ Group is setting gross emissions reduction targets against our base years (2018/19 for HPSNZ and 2019/20 for Sport NZ) and developing a Group reduction plan.

Sport NZ and HPSNZ are making efforts to reduce non-essential travel, but due to nature of our work, our air travel emissions will fluctuate year on year, especially for the high-performance side of our operations.

To achieve our reduction targets by 2025 and 2030 we are focused on the following projects and have made progress towards these in 2022/23.

Project	Progress in 2022/23
Reduce air travel emissions by working with staff to identify and reduce/eliminate non-essential travel, improve efficiency of essential travel and explore opportunities to incentivise staff behaviour change.	Sport NZ is targeting a travel budget reduction of 20% for 2023/24. Continued focus on raising staff awareness of how they can reduce air travel.
Complete the transition of our vehicle fleet to EV and hybrid vehicles.	60% of Sport NZ Group leased vehicle fleet has transitioned to hybrid or PHEV. Assessing further sites for EV charger installation.
Reduce rental car emissions by prioritising low emissions vehicles and establishing a policy that prioritises selection of hybrids and EVs.	Worked with our travel booking provider to amend the booking portal to make low emitting vehicles the preferred option.
Improve data quality so we can better understand the reasons for staff travel and ensure we're accurately measuring significant sources of emissions.	Established a Sport NZ Group project team to identify and implement data improvement projects. Continued work with our travel booking provider to improve the data we receive.

Ētahi atu whakapuakitanga ā-ture Other statutory declarations

Ministerial directions

The Sport NZ Group did not receive any directions from the Minister for Sport and Recreation during 2022/23.

Acts in breach of statute

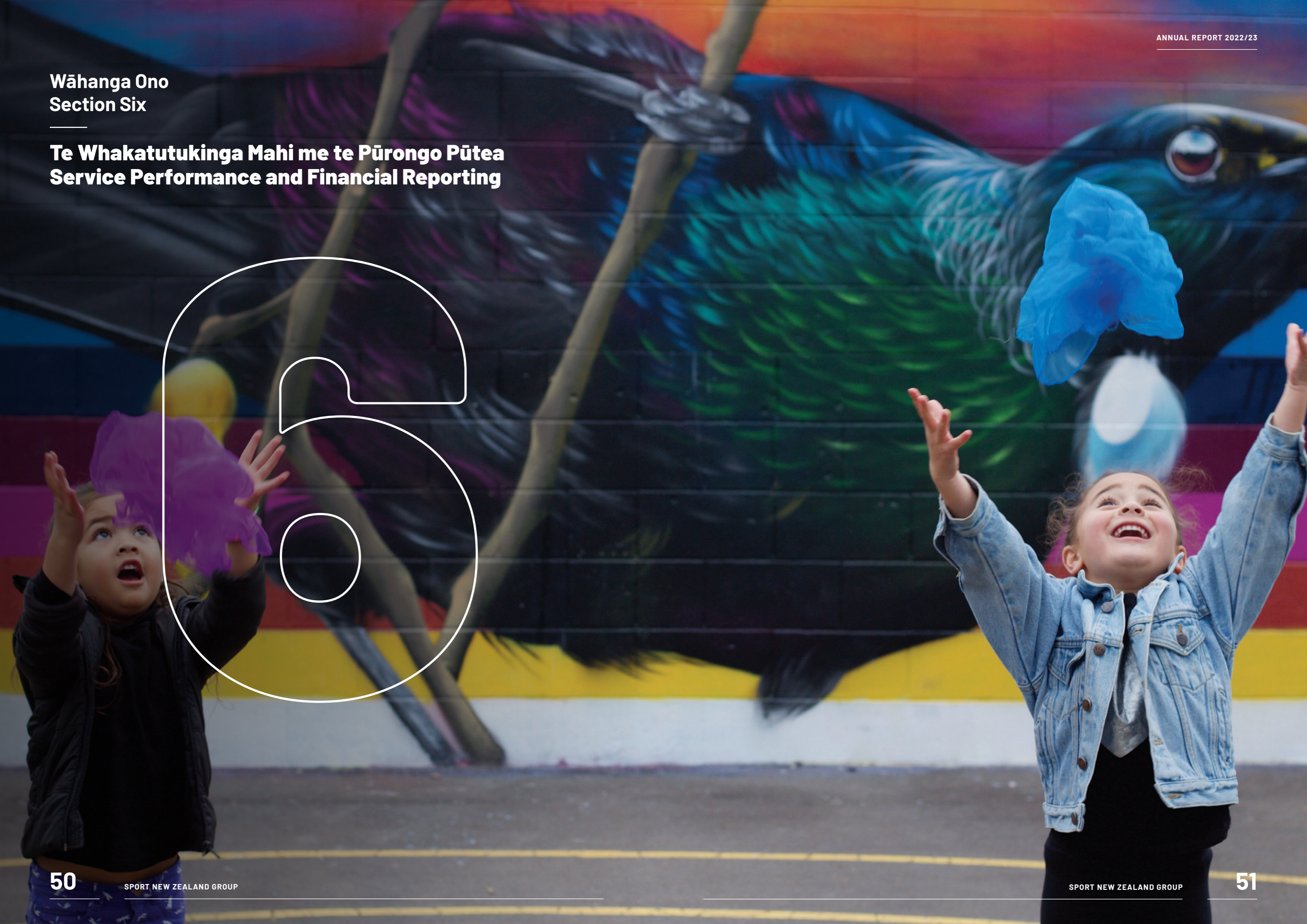
No natural person acts have been enforced against the Sport NZ Group under section 20(3) of the Crown Entities Act during 2022/23.

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 2022/23.

Wāhanga Ono
Section Six

Te Whakatutukinga Mahi me te Pūrongo Pūtea
Service Performance and Financial 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.

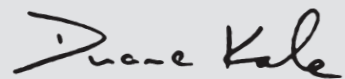
In our opinion, these financial statements and statement of performance fairly reflect the financial position and operations of Sport and Recreation New Zealand for the year ended 30 June 2023.

On behalf of the Sport NZ Board



Raewyn Lovett ONZM

Chair, Sport NZ and High Performance Sport NZ
19 October 2023



Duane Kale ONZM

Deputy Chair, Sport NZ and High Performance Sport NZ
19 October 2023

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.

Sport NZ's 2032 Strategic Direction sets out four long-term outcomes we are seeking to impact through our investments and initiatives:

1. Improved frequency, intensity, time and type of physical activity.
2. Improved experience of participants, supporters, volunteers and workforce.
3. Increased variety of culturally distinct pathways in physical activity for all tangata whenua and New Zealanders.
4. Improved system that is diverse, trusted and reflects the principles of Te Tiriti o Waitangi.

In order to achieve these outcomes, we are focused on the following goals during the current 2020-2024 strategic period:

1. Improve physical literacy and physical activity levels of all tamariki (5-11) and rangatahi (12-17), with an intent to reduce teenage drop-off, especially among 15-17 year olds.
2. Improve the physical activity levels of tamariki and rangatahi who are less active, with a particular focus on communities with higher levels of deprivation.
3. Identify and embed good quality and principled behaviour at all levels of the play, active recreation and sport system. As a kaitiaki of the system, we have a responsibility to ensure its strength and sustainability.

In this strategic period we are prioritising our work against four strategic themes:

1. A better future: we aim to create a relevant, responsive, inter-generational and sustainable system for play, active recreation and sport, including the spaces and places where people are active and the organisations that deliver play, active recreation and sport opportunities.
2. Equitable opportunity and access: we aim to create an equitable, inclusive and accessible system, focusing foremost on women and girls, disabled people, Māori, and tamariki and rangatahi, particularly those in areas of higher deprivation.
3. Valuing physical activity: we want to lead the confident, safe and principled delivery of play, active recreation and sport through promoting physical literacy in schools, sport development and coaching and the integrity programme.

Note on financial incentives for completing Active NZ

In 2022 Sport NZ introduced a \$20 gift e-card for rangatahi to complete the survey in a bid to improve survey response rates among young people aged 12-17. We also invited more adults who are more likely to have rangatahi in their households (based on adult age) to participate in the survey as adults are a critical channel to reach rangatahi to participate. We achieved a higher response rate for rangatahi: 2099 responses in 2021 and 2324 in 2022. The incentive also appears to have resulted in a broader profile of rangatahi completing the survey. Analysis of other survey results, such as Sport NZ's Voice of Rangatahi, suggests the 2022 Active NZ rangatahi sample is in fact a more accurate reflection of rangatahi physical activity participation levels, as well as their attitudes and behaviours towards being active.

4. Honouring Te Tiriti o Waitangi: we aim to advance the principles of Te Tiriti o Waitangi through Te Tiriti-led partnerships, bicultural competency and supporting Māori participation in physical activity.

Our measurement approach

To track progress towards our long-term outcomes and our strategic goals at an output and outcome level, we employ various methods of evaluation, such as surveys and reporting mechanisms. 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 results are unavailable. Instead, we used 2019 data in the 2020/21 annual report. The survey operates on a calendar year. In 2022 15,118 adults completed the survey (23,239 in 2021) and 4,015 tamariki and rangatahi (4,824 in 2021).
- The Partner Confidence Survey (PCS), which allows our partners to rate our performance. In 2022/23 the survey was sent to 185 contacts (165 in 2021/22) from a range of partner organisations, including Regional Sports Trusts, National Sport Organisations, National Recreation Organisations, Territorial Authorities, as well as a small number of other organisations. In 2021/22 the response rate was 62% and in 2022/23 it was 58%. 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, in line with our strategic goals of increasing physical activity levels among tamariki and rangatahi, especially those who are less active and/or missing out on opportunities to be active.

Over the past year we have continued to monitor and build our understanding of the effects of COVID-19 on levels of physical activity and it's evident the pandemic continues to impact people's levels of and attitudes towards 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	2020/21 result	2021/22 result	2022/23 target	2022/23 result
Average hours spent participating in play, active recreation and sport by 15-17 year olds	8.7 hours*	7.97 hours	Meet or exceed baseline 8.7 hours	7.56 hours
This measure is included in the 2022/23 Statement of Performance Expectations (SPE). Baseline is from 2019 Active NZ data and 2022/23 results are from 2022 Active NZ survey. This measure helps us to understand progress towards 'KRAI' of reducing drop-off in physical activity levels of rangatahi aged 15-17-years-old. The introduction of the financial incentive (see note on page 53) has likely had an impact on the 2022/23 result. There were other factors at play during 2022 that could be contributing to the below-target result, such as higher rates of COVID-19 and other illnesses in the community, and lower school attendance.				
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%*	58.55%	Meet or exceed baseline 58%	53.2%
This measure is included in the 2022/23 SPE and the Vote Sport and Recreation Supplementary Estimates of Appropriations 2022/23. The baseline has been updated in 2022/23 from 63% to 58%. In 2021/22 Sport NZ confirmed it would no longer report on intensity level in line with its focus on broader wellbeing outcomes. The baseline has been updated to reflect participation in physical activity at any intensity level. The new baseline of 58% is based on Active NZ 2019 data. The 2022/23 results are from the 2022 Active NZ survey. The below-target result is driven by rangatahi participation (ages 12-17). The proportion of rangatahi doing 7+hrs per week of play, active recreation and sport is lower than pre-pandemic and a significant drop from 2021, whereas the proportion of tamariki (age 5-11) participating in 7+ hours per week of play, active recreation and sport has stabilised to pre-COVID-19 levels. The incentive for rangatahi to complete the survey might also be a contributing factor – see note on page 53.				
Percentage of adults (18+) participating in sport, exercise or recreation (150+ minutes per week)	59%*	60.97%	Meet or exceed baseline 59%	57.6%
This measure is included in the 2022/23 SPE and the Vote Sport and Recreation Estimates of Appropriations 2022/23. Baseline is from 2019 Active NZ data and 2022/23 results are from 2022 Active NZ survey. The increase we saw in 2021 in the proportion of adults meeting the physical activity guidelines (150+ minutes per week) has not been sustained and has fallen to pre-COVID-19 levels. This decline is more pronounced in adults aged under 65. Other commitments taking priority remains the top barrier to increasing participation cited by adults.				

Notes: *Using 2019 results due to survey changes in 2020.

Impact Indicators

These measures indicate the impact we are seeking to make in pursuit of our strategy of increasing the physical activity levels of tamariki and rangatahi, particularly those who are missing out on quality opportunities to be active. The following set of measures align with the key areas where Sport NZ is currently aiming to drive change across the sector and the wider system in order to impact the outcomes we are working towards.

Measure	2020/21 result	2021/22 result	2022/23 target	2022/23 result
A Better Future				
COVID-19 recovery investment: Percentage of investment spend on track to or have met intended investment outcomes	49%	67%	>70% of funding invested	79%
This measure is included in the 2022/23 SPE and the Vote Sport and Recreation Estimates of Appropriations 2022/23. 2022/23 was the third year of the four-year COVID-19 Recovery Package and the target refers to the portion of approved funding that has been distributed.				
Futures: Percentage of partners who believe ideas in the preferred future are having a significant impact on the actions and decisions of their organisation	N/A	28%	>35%	24%
This measure is included in the 2022/23 SPE. Results are taken from the 2023 Partner Confidence Survey (PCS). Following further testing, the question in the PCS was updated to ask, "To what extent do you agree or disagree that your organisation is monitoring for change and taking necessary steps to adapt?" The 2022/23 result reports the percentage of partners who agree or strongly agree that their organisation is monitoring for change and taking necessary steps to adapt to realise the preferred future, however it excludes "don't know" or "I am unaware of this work" responses, which account for about one-third of responses. The below-target result is driven by responses from NSOs that receive lower levels of investment.				
Equitable Opportunity				
Percentage of women and girls who volunteer	Girls: 48% Women: 22%*	Girls: 44.76% Women: 20.26%	Meet or exceed baseline Girls: 48% Women: 22%	Girls: 43.2% Women: 19.7%
This measure is included in the 2022/23 SPE. Baseline is from 2019 Active NZ data and the 2022/23 results are from the 2022 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 financial incentive for rangatahi to participate in the survey could have attracted a broader range of young women who are less engaged in physical activity (see note on page 53). The below-target results for girls and women could also be attributed to higher rates of COVID-19 and other illnesses in the community.				
Percentage of girls aged 12-17 years who feel confident to take part in physical activities	64%*	N/A	Meet or exceed baseline 64%	57.5%
This is a new measure included in the 2022/23 SPE and supports a key outcome Sport NZ is aiming for through its focus on women and girls in sport and active recreation. Baseline is from 2019 Active NZ data and the 2022/23 results are from the 2022 Active NZ survey. The introduction of the financial incentive (see note on page 53) is likely contributing to this below-target result. Girls aged 12-17 are identifying more barriers to being physically active than boys of the same age and in particular, girls cite feeling confident to participate as a barrier more frequently than boys of the same age. The long-lasting effects of COVID-19, particularly the disruption the pandemic caused to normal school and personal life routines, is likely also a factor that has affected girls' confidence.				
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	56.94%	Meet or exceed baseline 57%	65.1%
This measure is included in the 2022/23 SPE. The baseline is based on the 6-month average from 1 July to 31 December 2021 when statement was included in the 2021 Active NZ survey. The 2022/23 results are from the 2022 Active NZ survey.				

Measure	2020/21 result	2021/22 result	2022/23 target	2022/23 result
Valuing physical activity				
Percentage of participants satisfied with overall club experience	70%	66%	Meet or exceed baseline 67%	65%
This measure is included in the 2022/23 SPE. The 2022/23 result is from the 2022/23 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 participating sports each year. Usually around 10 sports participate in the survey each year, however in 2022 there were only six 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	31%	32%	Meet or exceed baseline 31%	30.4%
This measure is included in the 2022/23 SPE. Baseline is from the 2020 Voice of Rangatahi survey. The 2022/23 results are from the 2022 calendar year. The 2022 results are consistent with prior years.				
Average hours per week young people (aged 5-17 years) spend participating in informal physical activity	6.5 hours*	N/A	Meet or exceed baseline 6.5 hours	6.32 hours
This is a new measure included in the 2022/23 SPE and was introduced to reflect Sport NZ's broad focus on informal physical activity through play and active recreation, as well as sport. Baseline is from 2019 Active NZ data and the 2022/23 results are from the 2022 Active NZ survey. For tamariki (5-11) informal participation levels have decreased between 2021 and 2022, returning to pre-COVID-19 levels. Rangatahi levels of informal participation are significantly lower in 2022, contributing to the below-target result. This could also be explained by the introduction of the financial incentive for rangatahi, attracting a broader profile of rangatahi, including those who are less engaged in being active (see note on page 53).				
Percentage of Healthy Active Learning schools and kura that agree their school has a focus on physical activity in their charter and annual plan	46.7% (restatement 44%)	55%	Exceed baseline 46.7%	54%
This measure is included in the 2022/23 SPE. The baseline published in the 2022/23 target was published erroneously in the 2022/23 SPE. The correct baseline is 44%, which 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 2022/23 result reports phase 1 teachers who completed surveying in year three (2022) of the initiative. Sport NZ is working with Massey University to complete the multi-year evaluation of Healthy Active Learning.				
Honouring Te Tiriti o Waitangi				
Percentage of investments in Māori initiatives on track to or have met intended investment outcomes	Establishing evaluation methodology	Not reported	Establishing baseline	In progress
This measure is included in the 2022/23 SPE. Work has been delayed on establishing an evaluation methodology for Māori initiatives as the appropriate expertise in this field is recruited.				

Key deliverables

We have selected these measures as they demonstrate the progress we want to see at a programme and output level as we work towards our strategic goals of improving physical activity levels of all tamariki and rangatahi, particularly those missing out, and also supporting the strength and sustainability of the wider system.

Measure	2020/21 result	2021/22 result	2022/23 target	2022/23 result
A Better Future				
COVID-19 recovery package is invested in accordance with forecast expenditure by investment outcome and amount committed	\$59m	\$110.4m	\$221m	\$208.8m
This measure is included in the 2022/23 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 2023. In June 2023 the final portion of the COVID-19 recovery package was approved. To date, \$156.2 million has been distributed.				
Equitable Opportunity				
Percentage partner boards achieve minimum 40% women representation	80% ⁹	97%	100%	98.5%
This measure is included in the 2022/23 SPE. The target applies to National and Regional Priority Partners who receive more than \$50,000/annum of funding from Sport NZ Group and have a Relationship Agreement with Sport NZ or HPSNZ. Two more partners met the minimum threshold to comply with this target in 2022/23, bringing the total of qualifying partners to 69 (up from 67 in 2021/22). 68 out of 69 qualified partners met the target in 2022/23.				
Increased investment spend to improve physical activity levels and experience of women and girls	\$6.8m	\$8.1m	>\$5m	\$6.4m
This measure is included in the 2022/23 SPE. The spend for individual initiatives in this area fluctuates year on year and the initiatives included changes according to the timing of programmes and specific funds. In 2022/23 it includes National Partner Strengthen and Adapt programme initiatives that are focused on improving the physical activity levels of women and girls, investment in Women in Sport Aotearoa (WISPA), investment in World Cup accessible facilities and Sport Development initiatives. In 2022/23 we are also including partnership investment into NSOs with specific Women and Girls initiatives and additional funding to support the leverage and legacy projects associated with the Rugby World Cup 2021 (played in 2022) and the FIFA Women's World Cup 2023. These figures were not included in the 2021/22 results. With these additions, the revised 2021/22 result is \$10.2m. (2021/22 also includes the W&G Activation Fund, which was no longer operating in 2022/23.) The declining result is in large part due to the completion of projects at stadia and venues throughout New Zealand to improve and increase the number of gender-neutral changing facilities ahead of the women's world cup events. Additional funding for the leverage and legacy activities for the women's world cup events has also reduced on last year as two of the three world cup events have been completed.				
Increased investment spend to improve physical activity levels and experience of disabled people	\$1.4m	\$2.5m	>\$4m	\$4.5m
This measure is included in the 2022/23 SPE. The spend for individual initiatives in this area fluctuates year on year and the initiatives included changes according to the timing of programmes and specific funds. In 2022/23 it includes sector investment and partnerships investment in Disability Organisations and NSOs with specific initiatives focused on disabled people, Disability Inclusion Fund, National Partner Strengthen and Adapt projects with a focus on disabled people and Sport Development projects focused on disabled young people and disability organisations. In 2022/23 we are also including additional business capability funding for disability organisations, funding support for Special Olympics Summer Games and additional organisations receiving Strengthen and Adapt funding have been included. Not all these figures were included in 2021/22 results. With these additions, the revised 2021/22 result is \$3.1m.				

⁹ As at May 2021.

Measure	2020/21 result	2021/22 result	2022/23 target	2022/23 result
Valuing physical activity				
Number of primary schools and kura with Healthy Active Learning	331	871	800	883
This measure is included in the 2022/23 SPE. The 2022/23 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) 2023. 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	10	15	15	15
This measure is included in the 2022/23 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. Sport NZ continues to work with the same 15 NSOs to embed BIB principles.				
Child safeguarding: Percentage of module participants who agree they are more confident to identify and respond to issues of child safeguarding	91.5%	92%	95%	91%
This measure is included in the 2022/23 SPE. The result is based on responses to the post-learning survey after completing the Child Safeguarding module. In 2022/23 1527 survey responses were received, compared to 787 in 2021/22. 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	\$2.47m	\$3m	>\$3.8m	\$5.9m
This measure is included in the 2022/23 SPE. The spend for individual initiatives in this area fluctuates year on year and the initiatives included changes according to the timing of programmes and specific funds. The 2022/23 result includes He Oranga Poutama, the Te Kīwai Individual Hardship Fund, National Partner Strengthen and Adapt projects supporting Māori participation in physical activity, the Te Ihi fund and investment in Māori NSOs, including the new partnership with Te Huinga Tākaro, the Māori NSO Collective. In 2022/23 we are also including investment in Mātaiao (formerly Tapuwaekura). This investment wasn't reflected in the 2021/22 result, which would deliver a revised result of \$4.1m. The increase from 2021/22 to 2022/23 is largely driven by the expansion of He Oranga Poutama and Mātaiao reaching a more mature stage of implementation.				

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.

Measure	2020/21 result	2021/22 result	2022/23 target	2022/23 result
Partnerships investment: Percentage of partners on track to or have met intended investment outcomes	N/A	43%	>70%	57%
This measure is included in the 2022/23 SPE. It applies to partners in whom we invest \$150,000/annum or higher and records the percentage of partners' initiatives with ratings of "consolidating" or "highly developed". At the start of the investment period, we work with partners to identify the initiatives that are going to achieve our mutually agreed outcomes. Annually, 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 intended to be 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'. The below-target result can be attributed to the mix of short-, medium- and long-term outcomes partners are working towards, with the initiatives to achieve the long-term outcomes expected to take longer to progress and embed. The sector is also facing similar workforce recruitment and capacity issues as other industries as a result of the pandemic.				
Sport NZ's (excluding High Performance Sport NZ) overall effectiveness as rated by all Sport NZ partners to increase participation	72%	69%	80% of partners rate as 'Good' or higher	71%
This measure is included in the 2022/23 SPE and in the Vote Sport and Recreation Supplementary Estimates of Appropriations 2022/23. Results are from the 2023 Partner Confidence Survey. The 2022/23 result reports the percentage of partners who gave 'good' or 'excellent' ratings. Partners include National Sport Organisations, Regional Sports Trusts, National Recreation Organisations, some education and disability organisations. The below-target result is driven by the ratings of NSOs who receive lower levels of investment, although their ratings have improved on 2021/22 results.				
Percentage of partners who rate their organisation's relationship with Sport NZ as good or excellent	82%	80%	80%	83%
This measure is included in the 2022/23 SPE. Results are from the 2023 Partner Confidence Survey.				

Not measured in 2022/23

The following measures were included in the Sport and Recreation statement of performance 2021/22 and were reported in the 2021/22 annual report but are not measured in 2022/23.

Measure	2020/21 result	2021/22 result	2022/23 target
Estimated total subjective wellbeing value ¹⁰ created by 5 to 17 year olds doing 7+ hours per week of physical activity	N/A	\$624m	Not a measure in 2022/23
Estimated total subjective wellbeing value created by adults doing 150+ minutes per week of physical activity	N/A	\$3.08b	Not a measure in 2022/23
These measures were included in the 2021/22 SPE and reported against in the 2021/22 annual report. They are no longer measures in 2022/23 as further analysis indicated subjective wellbeing valuation at a whole of population level does not help Sport NZ understand the impact of its strategy. This is because the calculation is determined by the estimated population of the group in question, which delivers an increase in subjective wellbeing value even if the percentage of the population group meeting the physical activity guidelines is declining. Instead of applying subjective wellbeing values to whole of population indicators, we intend to use it through the Social Return on Investment work at a programme or investment level to inform decision-making.			

¹⁰ 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.

Cost of Service by Output Expense – Sport and Recreation Programmes

ACTUAL 2022 \$000		ACTUAL 2023 \$000	BUDGET 2023 \$000
REVENUE			
33,859	Crown funding	39,325	37,875
76,374	Other operating revenue	80,990	75,130
110,233	Total revenue	120,315	113,005
LESS EXPENSES			
57,508	Sector investments and consulting	65,756	79,402
1,726	Programme management – recovery package	1,321	-
11,506	Programme management	6,739	12,278
14,472	Technical advice and resources	20,163	22,171
3,365	Policy advice	4,480	4,173
6,796	Knowledge and information	7,901	7,969
95,373	Total expenses	106,360	125,993
14,860	Net operating surplus/ (deficit) before recovery package	13,955	(12,988)
RECOVERY PACKAGE			
30,740	Crown funding	29,515	36,279
LESS EXPENSES			
35,705	Sector investments and consulting	35,805	56,023
1,773	Operating expenditure	3,117	4,277
37,478	Total expenses	38,922	60,300
(6,738)	Net operating surplus/ (deficit) from recovery package	(9,407)	(24,021)
8,122	Net operating surplus/ (deficit) after recovery package	4,548	(37,009)

Output Class Two – High Performance Sport

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

HPSNZ's Outcomes Framework sets out four long-term outcomes we are aiming for:

1. Increased frequency of winning performances that resonate with all New Zealanders
2. Increased proportion of people engaging with high performance sport
3. Increased variety of culturally distinctive pathways in high performance sport for tangata whenua and all New Zealanders
4. Improved high performance sport system that is capable and diverse, is trusted and acts with integrity, and reflects Te Tiriti o Waitangi.

HPSNZ's 2032 Strategy outlines three system shifts we believe are fundamental to support a sustainable, enhanced high performance system. The three shifts are:

1. Performance Pathways: greatly enhanced performance pathways for athletes and coaches delivering an accessible national performance network for the development of future talent, while supporting our elite athletes and coaches.
2. Wellbeing and engagement: 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.
3. Funding and investment: an expanded and more agile funding and investment framework, enabling investment in more sports, more athletes to be identified and more communities inspired and engaged by New Zealand's success.

The 2024 Strategy represents the first four years of a 12-year evolution to deliver these system shifts.

Our measurement approach

To understand our progress in the three strategic priority areas, we monitor and 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.

We use a range of tools to measure and monitor our programmes and initiatives. These include:

- Sector surveys: HPSNZ works with NSOs and peak bodies when they conduct surveys of their athletes and coaches following major and pinnacle events, such as world championships, the Commonwealth Games and the Olympic and Paralympic Games. We use these surveys as an opportunity to seek athlete and coach feedback on the impact of HPSNZ's performance support. Timing, survey response rates and the extent to which HPSNZ-funded sports are represented in the survey sample differ depending on the event.
- Active NZ survey: this is 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, managed by Sport NZ. In 2022 15,118 adults completed the survey (23,239 in 2021) and 4,015 tamariki and rangatahi (4,824 in 2021).
- The Partner Confidence Survey (PCS): this allows our partners to rate our performance. In 2022/23 the High Performance section of the survey was sent to 87 contacts across the HPSNZ-funded Podium and Aspirational NSOs and received 53 responses, up from 32 in the year prior. 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.
- The Health Check process: these take place on an annual basis with all Podium and most Aspirational Sports (those that receive campaign investment). The process requires the NSO and HPSNZ to complete ratings and notes against various high performance programme and organisational capabilities, in order to monitor progress and identify opportunities for improvement. The timing of the Health Check varies by sport depending on event schedules.
- Where available, we monitor the position of Aotearoa New Zealand within the international environment, for example, the virtual Olympic medal table¹¹.

¹¹ 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/>

Key Result Areas

Measure	Past performance	2022/23 target	2022/23 result
Results on the world stage			
Medals at Olympic Summer Games	Tokyo 2020: 20	Paris 2024: 13-18	N/A
Medals at Paralympic Summer Games	Tokyo 2020: 12 (6 Gold ¹²)	Paris 2024: 14-18	N/A
<p>The above two measures are included in the 2022/23 SPE and the Vote Sport and Recreation Supplementary Estimates of Appropriation 2022/23. The 2022/23 targets were updated in the 2022/23 SPE and the 2022/23 Supplementary Estimates of Appropriation to more closely align with the medals achieved at the Tokyo 2020 Olympic and Paralympic Summer Games, while also taking into account the shorter cycle between Tokyo and Paris Games, athlete retirements and the potential ongoing effects of the pandemic on international training and competition. There were no Olympic or Paralympic Games during 2022/23. The next Games are being held between July and September 2024, the results for which will be reported in the 2023/24 Sport NZ Group annual report.</p>			
Performance at pinnacle events for non-Olympic funded sports	0 (For the period 1 January – 30 June 2022)	2022-2024 target: 4+ podiums	12 (cumulative result since 1 January 2022)
<p>This measure is included in the 2022/23 SPE. The 2022-2024 target is based on calendar years. The podium results achieved are:</p> <ol style="list-style-type: none"> Rugby League: Kiwi Ferns 2nd at Rugby League World Cup 2021 (played in 2022) Cricket: White Ferns 3rd at 2022 Commonwealth Games Trampoline: Bronwyn Dibb 1st in double mini trampoline at the 2022 Trampoline Gymnastics World Championships. (The double mini trampoline is a non-Olympic discipline of Trampoline.) Squash: Paul Coll 1st in Men's Singles at 2022 Commonwealth Games Squash: Joelle King and Amanda Landers-Murphy 1st in Women's Doubles at 2022 Commonwealth Games Squash: Joelle King and Paul Coll 1st in Mixed Doubles at 2022 Commonwealth Games -12. Waka Ama: 6 medals at the World Sprint Championships, August 2022, UK. 			
Medals at Olympic Winter Games	Beijing 2022: 3	Milan 2026: 2+	N/A
Medals at Paralympic Winter Games	Beijing 2022: 4	Milan 2026: 2+	N/A
<p>The above two measures are included in the 2022/23 SPE and the Vote Sport and Recreation Estimates of Appropriation 2022/23. There were no Olympic or Paralympic Winter Games during 2022/23. The next Games are being held between February and March 2026, the results for which will be reported in the 2025/26 Sport NZ Group annual report.</p>			

Measure	2020/21 result	2021/22 result	2022/23 target	2022/23 result
Inspiring and engaging New Zealanders				
Percentage of New Zealanders who say they are inspired by athletes and teams	N/A	Young people: 36.43% Adults: 33.43%	Meet or exceed baseline Young people: 36% Adults: 33%	Young people: 32.1% Adults: 33.1%
<p>This measure is included in the 2022/23 SPE. The 2022/23 results are from the 2022 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. The introduction of the financial incentive for rangatahi to complete the Active NZ survey (see note on page 53) is likely contributing to the below-target result for young people in 2022/23 as a more diverse and representative sample was surveyed.</p>				
Percentage of New Zealanders who follow High Performance Sport New Zealand-funded sports	N/A	Young people: 49.93% Adults: 49.57%	Meet or exceed baseline Young people: 50% Adults: 50%	Young people: 56.2% Adults: 56.9%
<p>This measure is included in the 2022/23 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 2022/23 result is from the Active NZ 2022 survey and reports people who follow at least one HPSNZ-funded sport.</p>				

¹² 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.

Impact Indicators

These measures align with our areas of focus across the three system shifts in this period: performance pathways, wellbeing and engagement, and funding and investment. These are long-term system shifts, which will take time to be embedded and fully operationalised across the high performance sector.

Measure	2020/21 result	2021/22 result	2022/23 target	2022/23 result
Performance Pathways				
Percentage of coaches and athletes who believe direct support from HPSNZ (incl. grants and specialist services) positively impacts performance, rated as 'Good' and above	Athletes: 86% Coaches: 88%	Athletes: 82% Coaches: 84%	Athletes: 80% Coaches: 80%	Athletes: 77% Coaches: 68%
This measure is included in the 2022/23 SPE and the Vote Sport and Recreation Estimates of Appropriation 2022/23. 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 (known as Athlete Performance Support - APS). Following major events or games, HPSNZ distributes surveys in coordination with NSOs and the New Zealand Olympic Committee (NZOC) where applicable. Due to the ongoing review of HPSNZ measurement approach, changes in personnel at HPSNZ and varying sport schedules, the 2022 Birmingham Commonwealth Games Debrief was the only post-event survey in 2022/23 to include this SPE measure. These factors have contributed to the below-target result in 2022/23. The NZOC survey has a smaller sample size (49 respondents; 33 athletes and 16 coaches), representing 5 participating sports that received APS. Several sports that receive considerable APS from HPSNZ but are not represented at the Commonwealth Games are therefore excluded from the survey, such as Rowing, Canoe Racing, and Equestrian. HPSNZ is continuing to refine its measurement and reporting approach.				
Percentage of athletes and coaches who believe they have access to the facilities that support their development	N/A	Not reported	Establishing baseline	In progress
Wellbeing and Engagement				
Percentage of athletes who believe their performance environment supports inclusiveness and diversity	N/A	Not reported	Establishing baseline	In progress
Percentage of athletes and coaches who trust that integrity or wellbeing issues are handled effectively and appropriately	N/A	Not reported	Establishing baseline	In progress
Funding and Investment				
Percentage of athletes who agree they have improved financial security	N/A	N/A	Establishing baseline	In progress
The above four measures are included in the 2022/23 SPE. During 2022/23 HPSNZ has been reviewing a range of approaches for measuring the above SPE measures and developing a framework for measuring wellbeing and the impact of our funding and investment framework. This is an ongoing area of work as we continue to engage our partners across the sector and consult international researchers, to ensure we are applying best practice to measuring these areas. See page 38 for more information on how our approach to measuring and understanding wellbeing has progressed in the past year. HPSNZ is continuing to refine its measurement and reporting approach.				

Key Deliverables

Measure	2020/21 result	2021/22 result	2022/23 target	2022/23 result
Performance Pathways				
Percentage of Podium Sports with agreed performance pathways	N/A	100%	100%	100%
This measure is included in the 2022/23 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	60%	60%	60%
This measure is included in the 2022/23 SPE. Long-term innovation plans are unique to each Podium Sport NSO and are designed to support Podium NSOs and HPSNZ align projects and planning with the pinnacle events cycle.				
Number of pre-high performance athletes identified	N/A	256	450	380
This measure is included in the 2022/23 SPE. The 2022/23 result is cumulative since the start of the HPSNZ investment period on 1 January 2022. HPSNZ continues to focus 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 ¹³	N/A	70%	100%	100% Podium 70% Aspirational
This measure is included in the 2022/23 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 Health Check process and evidence such as performance team observations, survey data and formal documents, like terms of reference or meeting minutes is assessed. In 2022/23, 100% of Podium Sports (9 of 9) and 70% of Aspirational Sports NSOs (19 of 27) have athlete voice mechanisms in place. The remaining Aspirational Sports have processes in place for athlete feedback and liaison with NSO leaders. Many are also progressing towards more formal athlete voice mechanisms, noting that all sports are invited to have athlete representation on the Athlete Leaders Network and 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	82	72 (2022/23 target - combined cumulative target of cohort one and two)	99
This measure is included in the 2022/23 SPE. The Women in High Performance Sport programmes includes The Residency Experience (previously known as the Residency Fund), Te Hāpaitanga and network initiatives (see page 15 for more information on these initiatives). At 30 June 2023, 99 women have engaged with the Women in High Performance Sport Programmes since the programmes launched in 2021.				

¹³ 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.

Measure	2020/21 result	2021/22 result	2022/23 target	2022/23 result
Funding and Investment				
Number of Aspirational Sports funded by HPSNZ	N/A	35	10-15	35
This measure is included in the 2022/23 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.				
Percentage of investments in Aspirational Sports on track to or have met intended investment outcomes	N/A	Not reported	80%	80%
This measure is included in the 2022/23 SPE. Investment outcomes include strong evidence of tracking towards a top 8 performance. Evidence is assessed through the annual Health Check process and covers the 2022 calendar year.				
Percentage of investments in Podium Sports on track to or have met intended investment outcomes	N/A	Not reported	80%	80%
This measure is included in the 2022/23 SPE. Investment outcomes include strong evidence of tracking towards a top 8 performance. Evidence is assessed through the annual Health Check process and covers the 2022 calendar year.				

Engagement with partners

These measures provide an indication of how effectively we lead and support the high performance sport sector. We have selected these measures as they best reflect how we work with the sector to achieve our shared objectives.

Measure	2020/21 result	2021/22 result	2022/23 target	2022/23 result
Expert advice, guidance and assistance provided to NSOs rated as good or above	All NSO partners: 80% Targeted NSO partners: 82%	All NSO partners: 69% Podium NSO partners: 82%	80% rate as 'Good' or higher	All NSO partners: 87% Podium NSO partners: 92%
This measure is included in the 2022/23 SPE and the Vote Sport and Recreation Supplementary Estimates 2022/23. The measure was reworded in 2022/23 to provide greater clarity on which partners are included in the result. 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. The 2022/23 results report ratings for all funded NSO Partners and Podium NSO partners. Results are from the 2023 Partner Confidence Survey.				
Percentage of funded NSOs who agree HPSNZ partners with them to develop strategic priorities and meet strategic outcomes	94%	All NSO partners: 65% Podium NSO partners: 62%	90% rate as 'Good' or higher	All NSO partners: 70% Podium NSO partners: 71%
This measure is included in the 2022/23 SPE. The 2022/23 target of 90% is based on the proportion of Podium NSOs that rated HPSNZ's partnership to develop strategic priorities and meet strategic outcomes as 'Good' or higher in 2020/21. However, the wording of the measure refers to all funded NSO partners so the results for all funded NSOs and Podium NSO partners are included. The 2022/23 results are from the 2023 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.				

Not measured in 2022/23

The following measures were included in Vote Sport and Recreation Estimates of Appropriation 2021/22 and were reported in the 2021/22 annual report but are not measures in 2022/23.

Measure	2020/21 result	2021/22 result	2022/23 target
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: 7 Top 5: 12 Top 8: 19	Top 3: 27 Top 5: 36 Top 8: 52	Not a measure in 2022/23
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	Not a measure in 2022/23
These measures were included in the Vote Sport and Recreation Estimates of Appropriation 2021/22 but were deleted in 2022/23. Progress towards campaigns continues to be monitored internally through the Health Check process and regular engagement with sports. We report on Podium and Aspirational Sports' progress towards investment outcomes, which includes strong evidence of tracking towards a top 8 performance.			
All Sport Recovery Package initiatives are funded in accordance with agreed criteria	100%	100%	Not a measure in 2022/23
This measure was included in the Vote Sport and Recreation Estimates of Appropriation 2021/22 but removed in 2022/23 as reporting against the Sport Recovery Package is reported under Output Class 1 – Sport and Recreation Programmes led by Sport NZ on behalf of Sport NZ Group.			

Cost of Service by Output Expense - High Performance Sport

ACTUAL 2022 \$000		ACTUAL 2023 \$000	BUDGET 2023 \$000
REVENUE			
62,192	Crown funding	62,192	62,192
5,411	Other operating revenue	7,967	7,089
67,603	Total revenue	70,159	69,281
LESS EXPENSES			
43,147	Sector investments and consulting	47,018	42,599
-	Infrastructure investment	-	10,786
4,355	Programme management	3,225	4,759
7,650	Technical advice and resources	4,703	11,474
12,152	High performance athlete services	11,824	11,239
67,304	Total expenses	66,771	80,857
299	Net operating surplus/(deficit) before recovery package	3,388	(11,576)
RECOVERY PACKAGE			
10,800	Crown funding	13,120	13,120
LESS EXPENSES			
7,467	Sector investments and consulting	6,737	1,250
2,471	Operating expenditure	8,432	12,120
9,938	Total expenses	15,169	13,370
862	Net operating surplus/ (deficit) from recovery package	(2,049)	(250)
1,161	Net operating surplus/(deficit) after recovery package	1,339	(11,826)

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.

These measures have been selected to ensure we monitor the number of scholarships awarded and the efficiency of the programme by looking at the administration costs.

Measure	2020/21 result	2021/22 result	2022/23 target	2022/23 result
Number of athlete scholarships awarded	321	325	300	326
This measure is included in the 2022/23 SPE. It is based on the 2022 calendar year.				
Number of coach, official and support team scholarships awarded	75	67	100	56
This measure is included in the 2022/23 SPE. It is based on the 2022 calendar year. Ongoing travel restrictions and challenges in the 2022 calendar year due to COVID-19 limited the uptake of scholarships for coaches, officials and staff. In 2023 we have increased our focus on ensuring the relevant support staff, coaches and officials have the skills and development opportunities to deliver on the outcomes for the 2024 Paris Cycle.				
Administration costs are less than 4% of the total funding	1.3%	2.04%	<4%	4%
This measure is included in the 2022/23 SPE. It is based on the 2022/23 financial year.				

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

For the year ended 30 June 2023

ACTUAL 2022 \$000		ACTUAL 2023 \$000	BUDGET 2023 \$000
REVENUE			
4,250	Crown funding	4,250	4,250
4,250	Total revenue	4,250	4,250
LESS EXPENSES			
2,981	Sector investments and consulting	4,399	3,915
87	Programme management	171	335
3,068	Total expenses	4,570	4,250
1,182	Net operating surplus/ (deficit)	(320)	-

Independent Auditor's Report



To the Readers of Sport and Recreation New Zealand's Group Financial Statements and Statement of Performance for the Year Ended 30 June 2023.

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, including the performance information for appropriations, of the Group on his behalf.

Opinion

We have audited:

- the financial statements of the Group on pages 75 to 105, that comprise the statement of financial position as at 30 June 2023, 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 which reports against the Group's statement of performance expectations and appropriations for the year ended 30 June 2023 on pages 53 to 69.

In our opinion:

- the financial statements of the Group:
 - present fairly, in all material respects:
 - its financial position as at 30 June 2023; 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 Group's statement of performance for the year ended 30 June 2023:
 - presents fairly, in all material respects, 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;
 - presents fairly, in all material respects, for the appropriations:
 - what has been achieved with the appropriations; and
 - the actual expenses or capital expenditure incurred as compared with the expenses or capital expenditure appropriated or forecast to be incurred; and
 - complies with generally accepted accounting practice in New Zealand.

Our audit was completed on 19 October 2023. 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 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 for the financial statements and the statement of performance

The Board is responsible on behalf of the Group for preparing financial statements and the statement of performance that are fairly presented and comply with generally accepted accounting practice in New Zealand. The Board is responsible for such internal control as it determines is necessary to enable it to prepare financial statements and the 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 is responsible on behalf of the Group for assessing the Group's ability to continue as a going concern. The Board 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's 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.
- We evaluate the appropriateness of the statement of performance which reports against the Group's statement of performance expectations and appropriations.
- We conclude on the appropriateness of the use of the going concern basis of accounting by the Board 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 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 is responsible for the other information. The other information comprises the information included on pages 2 to 52, page 74 and pages 106 to 112, but does not include the financial statements and the statement of performance, and our auditor's report thereon.

Our opinion on the financial statements and the 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. In doing so, we consider whether the other information is materially inconsistent with the financial statements and the statement of performance or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on our work, 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 (including International Independence Standards) (New Zealand) (PES 1)* issued by the New Zealand Auditing and Assurance Standards Board.

Other than in our capacity as auditor, we have no relationship with or interests in the Group.



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

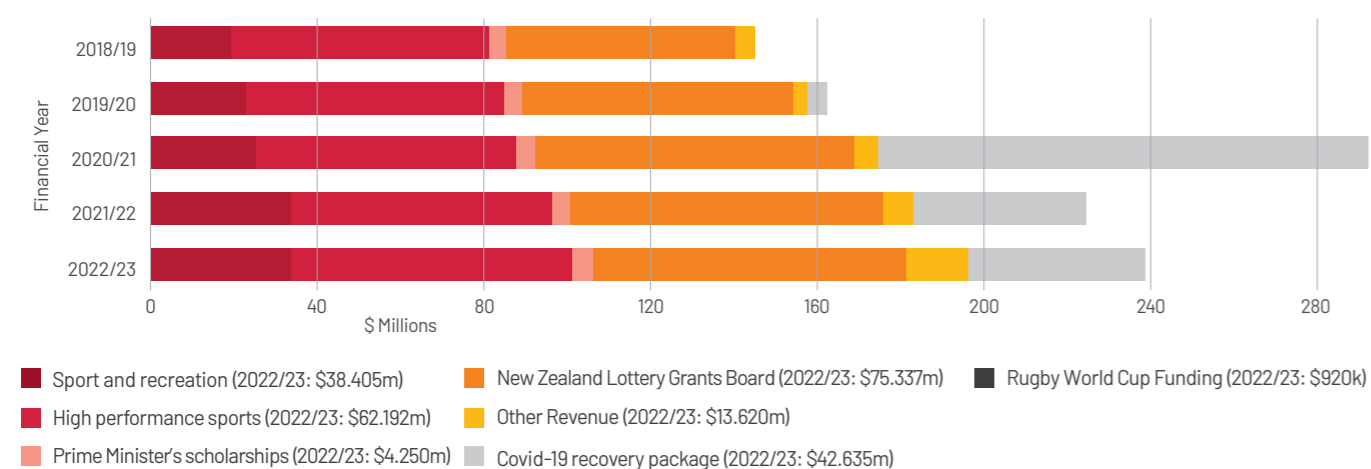


PricewaterhouseCoopers

Te tirohanga whānui pūtea Financial Overview

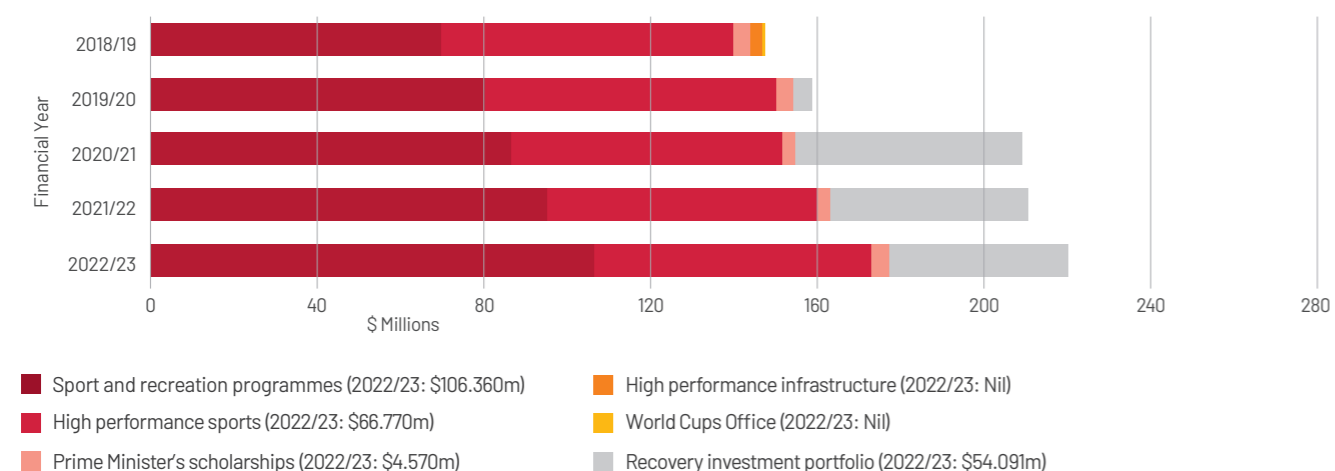
The financial information presented within this annual report is for Sport New Zealand (Sport NZ) and the consolidated Sport NZ Group (the Group), comprising Sport NZ and its wholly-owned subsidiary High Performance Sport New Zealand (HPSNZ) and the New Zealand Sports Foundation Charitable Trust (NZSFCT),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

Analysis of revenue from 2018/19 to 2022/23



Crown funding (excluding the COVID-19 Recovery Package) has increased by \$5.466 million (2021/22: \$8.210 million) for the 2022/23 year, to continue to fund a cross-agency, school-based programme referred to as Healthy Active Learning. Lotto revenue is \$1.023 million more than 2021/22. COVID-19 Recovery Package funding of \$42.635 million was received in 2022/23 (2021/22: \$41.540 million).

Analysis of expenditure from 2018/19 to 2022/23



This chart shows how Group expenditure has been allocated across outputs since 2018/19. Sport NZ Expenditure related to Sport and Recreation programmes has increased over this period utilising reserves, and additional revenue from the Crown and the Lottery Grants Board Funding. Recovery investment portfolio expenditure has increased by \$6.674 million from 2021/22 as recovery initiatives continued this year.

Ngā pūrongo pūtea Financial Statements

Statement of comprehensive revenue and expense

For the year ended 30 June 2023

ACTUAL 2022 \$000		ACTUAL 2023 \$000	BUDGET 2023 \$000
REVENUE			
141,841	Crown funding	148,402	153,716
74,314	New Zealand Lottery Grants Board	75,337	74,337
4,101	Racing Industry Act revenue	5,108	4,050
1,661	Interest revenue	5,339	2,335
1,710	Sundry revenue	3,173	1,497
223,627	Total revenue	237,359	235,935
EXPENDITURE			
SECTOR INVESTMENTS			
514	Investment consulting	429	327
103,122	Partner investments	116,914	131,399
-	Infrastructure investments	-	10,700
43,168	Recovery investment portfolio	42,542	57,232
146,804	Total sector investments	159,886	199,658
COST OF SERVICES			
277	Board members' remuneration	328	318
30,440	Personnel costs	36,845	38,468
15,005	Professional and technical services	15,282	18,774
2,520	Leased property	2,322	2,722
1,304	Depreciation and amortisation	1,244	1,316
14,397	Other operating costs	15,896	23,514
63,943	Total operating expenditure	71,917	85,112
210,747	Total expenditure	231,802	284,770
12,880	Net Operating Surplus/(Deficit)	5,557	(48,835)
(2)	Gain/ (loss) on disposal of assets	10	-
12,878	Surplus/(Deficit)	5,567	(48,835)
12,878	Total comprehensive revenue and expense	5,567	(48,835)

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 24.

Financial Statements: Continued

Statement of financial position

At 30 June 2023

ACTUAL 2022 \$000		ACTUAL 2023 \$000	BUDGET 2023 \$000
ASSETS			
CURRENT ASSETS			
20,421	Cash and cash equivalents	7 45,996	1,218
25,791	Trade and other receivables	8 24,338	21,305
1,009	Prepayments	660	50
110,570	Investments	9 90,588	71,135
	- Loans - current	10 150	-
157,791	Total current assets	161,732	93,708
NON-CURRENT ASSETS			
2,500	Property, plant and equipment	11 2,844	4,710
1,211	Intangible assets	13 788	1,042
	- Loans - non current	10 2,850	-
3,711	Total non-current assets	6,482	5,752
161,502	Total assets	168,214	99,460
LIABILITIES			
CURRENT LIABILITIES			
8,979	Trade and other payables	14 9,679	8,913
845	Revenue received in advance	15 849	743
2,367	Employee entitlements	16 2,808	2,202
12,191	Total current liabilities	13,336	11,858
NON-CURRENT LIABILITIES			
18	Provisions	18	18
18	Total non-current liabilities	18	18
12,209	Total liabilities	13,354	11,876
149,293	Net assets	154,860	87,584
REPRESENTED BY:			
136,415	Public equity	149,293	136,419
12,878	Total revenue and expenditure	5,567	(48,835)
149,293	Public equity	154,860	87,584

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 24.

Statement of changes in equity

For the year ended 30 June 2023

ACTUAL 2022 \$000		ACTUAL 2023 \$000	BUDGET 2023 \$000
136,415	Opening public equity	149,293	136,419
12,878	Total comprehensive revenue and expense for the year	5,567	(48,835)
149,293	Closing public equity	154,860	87,584

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 24.

Financial Statements: Continued

Statement of cash flows

For the year ended 30 June 2023

ACTUAL 2022 \$000		ACTUAL 2023 \$000	BUDGET 2023 \$000
CASH FLOWS FROM OPERATING ACTIVITIES			
141,841	Crown funding	148,402	153,716
79,643	New Zealand Lottery Grants Board	77,181	73,837
5,137	Racing Industry Act revenue	4,693	4,289
(586)	Sundry revenue	4,211	2,335
1,248	Interest revenue	4,040	300
96	Goods and services tax	281	-
(146,582)	Sector investment	(158,804)	(199,658)
(31,322)	Other payments	(33,322)	(45,345)
(30,379)	Payments to employees	(36,732)	(38,717)
19,096	Net cash flow from operating activities	9,950	(49,243)
CASH FLOWS FROM INVESTING ACTIVITIES			
5	Disposal of property, plant and equipment	-	-
25,980	Investments maturing	170,000	50,285
(541)	Purchase of property, plant and equipment	11	(1,297)
(442)	Purchase of intangible assets	13	(60)
(75,000)	Acquisitions of investments	(150,018)	-
-	Loan issued	10	(3,000)
(49,998)	Net cash flow from investing activities	15,625	47,828
(30,902)	Net increase / (decrease) in cash and cash equivalents	25,575	(1,415)
51,322	Cash and cash equivalents at 1 July	20,421	2,633
20,421	Cash and cash equivalents at 30 June	45,996	1,218

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 24.

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 2023

ACTUAL 2022 \$000		ACTUAL 2023 \$000
12,878	Surplus	5,567
Add/(deduct) non-cash items		
1,304	Depreciation and amortisation	1,244
2	Gain/(loss) on disposal of assets	(10)
-	Net fair value movement in financial assets	-
1,306	Total non-cash items	1,234
Add/(deduct) movements in working capital items		
4,800	Trade and other receivables	2,249
(413)	Interest receivable	(1,299)
562	Prepayments	348
(256)	Trade and other payables	906
(119)	Revenue received in advance	4
338	Employee entitlements	441
4,912	Net movement in other working capital items	3,149
19,096	Net cash flows from operating activities	9,950

Notes to the Financial Statements

1. Statement of accounting policies for the year ended 30 June 2023

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 2023 and were authorised for issue on 19 October 2023. 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 legislations governing Sport NZ's operations are the Crown Entities Act 2004 and 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).

Standards issued and not yet effective and not early adopted

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.

PBE IPSAS 1 Disclosure of Fees for Audit Firms' Services (Amendment)

Amendments to PBE IPSAS 1 were issued during May 2023 and are effective for reporting periods beginning on after 1 January 2024. The amendments aim to improve the transparency and consistency of disclosures about fees paid to an entity's audit or review firm. The Group is currently assessing the effect of the new disclosure requirements; 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 2023 are derived from the Statement of Performance Expectations (SPE) 1 July 2022 – 30 June 2023 as approved by the Sport NZ Board on 16 June 2022.

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 and Investment, Policy, Corporate Services, Human Resources, 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 2022 \$000		ACTUAL 2023 \$000
CROWN FUNDING		
33,859	Sport and Recreation Programmes	38,405
62,192	High Performance Sport	62,192
4,250	Prime Minister's Sport Scholarships	4,250
41,540	COVID-19 recovery package	42,635
-	Rugby World Cup Funding	920
141,841	Total Crown funding	148,402
OTHER REVENUE		
74,314	New Zealand Lottery Grants Board	75,337
4,101	Racing Industry Act revenue	5,108
1,661	Interest revenue	5,339
1,710	Sundry revenue	3,173
	Shared service revenue	-
223,627	Total revenue	237,359

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 is conditional on all spending being 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 Lotteries Grants Board (NZLGB) who in turn receive it from LottoNZ. Sport NZ receives 20% of Lotto NZ 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 the 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 2022 \$000		ACTUAL 2023 \$000
	Partner investment and investment consulting	
57,508	Sport and recreation programmes	65,757
43,147	High performance sport	47,018
2,981	Prime Minister's Sport Scholarships	4,570
103,636	Sub-total	117,344
43,168	Recovery investment portfolio	42,542
146,804	Total sector investments	159,886

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.

Investments with substantive conditions, are expensed when the contract requirements are met.

Investments without substantive conditions that need to be subsequently met, are 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.

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'.

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 to support the Group's response to the challenges brought about by the COVID-19 pandemic. Since the funding was appropriated, the Sport NZ Group have distributed a total of \$156.202 million on recovery initiatives.

Recovery investment amounting to \$42,542 million (2021/22: \$43,168 million) was distributed to the sector during the year under review. The recovery investment has been allocated as follows:

ACTUAL 2022 \$000		ACTUAL 2023 \$000
7,442	Alert level contingency fund	9,628
1,478	Individual financial hardship	2,539
501	Kaupapa Māori response plan	1,470
8,002	National partner strengthen and adapt	7,537
7,467	National partner support - HPSNZ	6,738
1,968	National partner support - Sport NZ	910
1,895	Professional teams	-
8,000	Tū Manawa Active Aotearoa	8,500
6,415	World Cup facilities	4,592
	- Hawaiki Hou	403
	- Targeted Event Fund	225
43,168	Total recovery investment portfolio	42,542

Further information on the individual programmes is available on sportnz.org.nz.

4. Personnel costs

ACTUAL 2021 \$000		% OF REVENUE EXCLUDING RECOVERY FUNDING	ACTUAL 2022 \$000
SALARY AND WAGES			
15,388	Sector support	10%	19,354
6,208	Athlete services	4%	6,863
6,702	Corporate and business operations	4%	7,666
28,298	Total salaries and wages		33,883
1,008	Other personnel costs		1,563
791	Employer contributions to defined contribution schemes		958
343	Increase in employee entitlements		441
30,440	Total personnel costs		36,845

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 with the sector to provide knowledge, advice and technical expertise.
- Athlete services include 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 cover 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.

Notes to the Financial Statements: Continued

5. Professional and technical services

ACTUAL 2022 \$000		ACTUAL 2023 \$000
2,501	Sector support consultants	3,750
2,626	Athlete service contractors	2,315
9,214	Other professional and technical services	8,592
440	Recovery Investment Portfolio consultants	258
	Fees to auditors	
14	- Annual audit fees (Audit NZ)	-
183	- Annual audit fees (PWC)	248
22	- Tax Consulting Services (PWC)	-
5	- Internal audit fees (Grant Thornton)	119
15,005	Total professional and technical services	15,282

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 2021/22 financial year, the Auditor-General of New Zealand was 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 2022 \$000		ACTUAL 2023 \$000
1,146	Travel	2,813
5,753	Marketing and communications	4,114
3,853	Sector training and programme resources	4,547
3,645	Other operating costs	4,422
14,397	Total other operating costs	15,896

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.

7. Cash and cash equivalents

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 2023 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 do not rate Kiwibank.

ACTUAL 2022 \$000		CREDIT RATING	ACTUAL 2023 \$000
1,001	Bank balances and cash held	AA-	2,496
	SHORT TERM TREASURY INVESTMENTS (deposits < 90 days)		
920	ANZ	AA-	-
	- Westpac	AA-	10,000
	- Kiwibank	A1	10,000
	- ICBC	A	10,000
15,000	Rabobank NZ	A	10,000
3,500	Westpac	AA-	3,500
19,420	Total short term investments		43,500
20,421	Total cash and cash equivalents		45,996

Notes to the Financial Statements: Continued

8. Trade and other receivables

ACTUAL 2022 \$000		ACTUAL 2023 \$000
20,837	New Zealand Lottery Grants Board	18,993
646	Trade receivables due from the Crown	1,061
623	Interest receivable	1,922
2,747	Other trade receivables	1,705
938	Goods and services tax	657
25,791	Total trade and other receivables	24,338

All significant trade and other receivables are current. There has been no provision for the impairment of receivables (2021/22: Nil).

All trade and other receivables are unrated.

Trade and other receivables are recorded at the amount due, less an allowance for credit losses. The 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 2022 \$000			ACTUAL 2023 \$000
Investments (deposits > 90 days)			
10,570	ANZ	AA-	10,588
10,000	ASB Bank	AA-	10,000
20,000	Bank of New Zealand	AA-	20,000
20,000	ICBC (NZ)	A	10,000
20,000	Kiwibank	A1	20,000
10,000	Rabobank NZ	A	20,000
20,000	Westpac	AA-	-
110,570	Total investments		90,588

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 5.52% with an average maturity of 256 days (2021/22: 2.24% and 190).

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 2023 (30 June 2022: Nil).

Term deposits are financial assets forming part of financial instruments. Financial instrument risks are discussed more fully in note 22 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 do not rate Kiwibank.

10. Loans

ACTUAL 2022 \$000	ACTUAL 2023 \$000
Current portion	
- Moana Pasifika Loan	150
- Total Current Portion of Loans	150
Non current portion	
- Moana Pasifika Loan	2,850
- Total Current Portion of Loans	3,000
Represented by:	
- Loan drawn down	3,000
- Closing balance	3,000
- Total Loans	3,000

Loans are initially recognised at fair value plus transaction costs and subsequently measured at amortised cost using the effective interest rate method. Fair value is estimated as the present value of future cash flows, discounted at the market rate of interest at the reporting date for assets of a similar maturity and credit risk. Movements in fair value, including those arising from impairment, are recognised in the Statement of Comprehensive Revenue and Expense.

Loans are unrated financial assets forming part of financial instruments. Financial instrument risks are discussed more fully in Note 22.

Judgements in applying accounting policies

Value of loans

At each balance date, the value of loans is determined based on the face value of the loan less expected credit losses. In exercising its judgement with respect to determining the expected credit losses, the Group takes into account the repayment term, expected loan repayments, current prevailing interest rates, and any risk to achieving full recovery of the loan amount.

The Group has two loans on issue, \$1.3 million (\$1.126 million net of repayments) to part-fund Rowing New Zealand's loss incurred following the 2010 Rowing World Championships held at Lake Karapiro and \$3 million provided to Moana Pasifika.

Rowing New Zealand

A loan to Rowing New Zealand was part funded by the Ministry of Business, Innovation and Employment (MBIE) in 2010. The Group has a conditional obligation to MBIE for loan repayments received from Rowing New Zealand.

As a result of forecast negative cash flows received from Rowing New Zealand this loan was assessed as being irrecoverable at 30 June 2019 and the loan was written down to Nil, reflecting the fair value movement of the expected future repayments. This assessment remains unchanged at 30 June 2023 with Rowing New Zealand continuing to forecast negative cash flows in out years.

Rowing New Zealand has not been required to make a loan repayment under the agreed calculation formula since 2015/16.

Moana Pasifika

In 2021/22 the Group received \$3 million from the Ministry of Foreign Affairs and Trade to provide an underwrite to Moana Pasifika to support their participation in the Super Rugby competition. During 2022/23 the underwrite was drawn down by Moana Pasifika as a loan. The loan is interest bearing for a maximum period of 10 years.

11. 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 2022	4,610	2,890	1,397	1,514	155	10,566
Additions	26	316	227	402	326	1,297
Transfers from WIP	-	2	11	-	(13)	-
Disposals	(73)	(199)	(8)	(452)	-	(732)
Balance at 30 June 2023	4,563	3,009	1,627	1,464	468	11,131
ACCUMULATED DEPRECIATION						
Balance at 1 July 2022	3,313	2,444	1,021	1,288	-	8,066
Depreciation expense	376	181	111	189	-	857
Eliminated on disposal	-	(178)	(8)	(450)	-	(636)
Balance at 30 June 2023	3,689	2,447	1,124	1,027	-	8,287
Carrying amount at 30 June 2023	874	562	503	437	468	2,844
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

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.

Notes to the Financial Statements: Continued

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	3 to 10 years	(10-33%)
Plant and equipment	3 to 5 years	(20-33%)
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 service 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.

12. 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 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 were 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.

13. Intangible assets

INTERNALLY GENERATED	ACQUIRED SOFTWARE	WIP	TOTAL		INTERNALLY GENERATED	ACQUIRED SOFTWARE	WIP	TOTAL
2022	2022	2022	2022		2023	2023	2023	2023
\$000	\$000	\$000	\$000		\$000	\$000	\$000	\$000
COST								
2,471	2,704	-	5,175	Opening balance at 1 July	2,342	2,766	509	5,617
13	62	367	442	Additions	37	23	-	60
90	40	(130)	-	Transfers from WIP	413	-	(413)	-
(232)	(40)	272	-	Disposals	-	-	(96)	(96)
2,342	2,766	509	5,617	Closing balance at 30 June	2,792	2,789	-	5,581
ACCUMULATED AMORTISATION								
1,674	2,354	-	4,028	Opening balance at 1 July	1,879	2,527	-	4,406
205	173	-	378	Amortisation expense	277	110	-	387
1,879	2,527	-	4,406	Closing balance at 30 June	2,156	2,637	-	4,793
463	239	509	1,211	Carrying Amount at 30 June	636	152	-	788

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	3 to 10 years	(10-33%)
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.

Notes to the Financial Statements: Continued

14. Trade and other payables

ACTUAL 2022 \$000		ACTUAL 2023 \$000
PAYABLES UNDER EXCHANGE TRANSACTIONS		
2,090	Creditors	2,088
1,169	Accrued expenses	719
3,259	Total payables under exchange transactions	2,807
PAYABLES UNDER NON-EXCHANGE TRANSACTIONS		
308	Other taxes payable (PAYE, ACC and rates)	379
5,412	Investment accruals	6,493
5,720	Total payables under non-exchange transactions	6,872
8,979	Total payables	9,679

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.

15. Revenue received in advance

ACTUAL 2021 \$000		ACTUAL 2022 \$000
778	Lease incentive payment	650
67	Sundry revenue	199
845	Total revenue received in advance	849

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 Licence 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.

16. Employee entitlements

ACTUAL 2021 \$000		ACTUAL 2022 \$000
1,803	Annual leave provision	1,938
32	Sick leave provision	3
529	Remuneration accrued	867
3	Long service leave provision	-
2,367	Total employee entitlements	2,808

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.

This includes annual leave earned but not taken at balance date, sick leave, salaries and wages accrued up to balance date.

17. 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 12. If the Christchurch City Council and the preferred owner are not able to gain permission from the local Community Board to retain the building on Reserve Land, the Group will be liable for demolishing or deconstructing the Centre and restoring the site. The costs are estimated as follows:

	2023	2022
Permanent demolition and making good the site	\$450,000 - \$495,000	\$442,500-\$486,750
Deconstruction	\$630,000 - \$675,000	\$619,500 - \$663,750

The Group has no contingent assets as at 30 June 2023 (30 June 2022: Nil).

Notes to the Financial Statements: Continued

18. 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 2023 (30 June 2022: Nil).

Operating leases

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

ACTUAL 2022 \$000		ACTUAL 2023 \$000
NON-CANCELLABLE OPERATING LEASE COMMITMENTS		
2,017	Less than one year	1,985
4,841	One to five years	4,493
1,586	Over 5 years	1,709
8,444	Total non-cancellable operating lease commitments	8,187

Non-cancellable operating lease commitments include:

- lease of premises, \$7,953 million (2021/22: \$8,475 million)
- lease of vehicles, \$0.234 million (2021/22: \$0.299 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	280,384
Auckland	30/04/2024	1,559,031
Auckland	30/04/2024	116,720
Wellington	05/12/2025	3,922,266
Wellington	31/01/2029	167,189
Cambridge	15/03/2029	1,907,434

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 \$330,366 from sub-tenants beyond the balance date (2021/22: \$406,289).

Sport NZ leases office space in Auckland which acts as a hub for sports organisations in addition to Sport NZ office space. During the 2022/23 financial year, it was agreed and negotiated with the landlord that we would exercise our first right of renewal of a 3-year term for the Ground floor only. Sport NZ will be exiting level one at the latest, 31 January 2024. As part of this process, Sport NZ is in the process of renegotiating sub-leases with two sub-tenants.

19. 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 20), no other related party transactions have occurred that are required to be disclosed.

Key management personnel compensation

ACTUAL 2022 \$000		ACTUAL 2023 \$000
BOARD MEMBERS		
277	Remuneration	328
1.56	Full time equivalent personnel	1.79
SENIOR LEADERSHIP TEAM		
2,643	Salaries and other short-term employee benefits	3,762
11.09	Full time equivalent personnel	13.86
2,920	Total key management personnel compensation	4,090

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

Board members represent 1.79 full-time equivalent personnel (2021/22: 1.56). 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.

Notes to the Financial Statements: Continued

20. Board member remuneration

The total value of remuneration paid to Board members for the year ended 30 June 2023 is as follows:

ACTUAL 2022 \$000	SPORT NZ BOARD	APPOINTED	TERM ENDS	ACTUAL 2023 \$000
32	Bill Moran (Chair until June 2023)	September 2016	July 2024	32
20	Raewyn Lovett (Chair from June 2023)	July 2018	June 2024	20
16	Dame Farah Palmer	July 2018	July 2024	16
16	Beatrice Faumuina	December 2019	November 2025	16
2	Jason Shoebridge	January 2017	July 2021	-
1	Hilary Poole	July 2017	July 2021	-
1	Kylie Clegg	July 2017	July 2021	-
8	Rowan Simpson	July 2018	October 2021	-
16	Suri Bartlett	August 2021	August 2024	18
15	Karen Vercoe	August 2021	August 2024	13
15	Robyn Cockburn	August 2021	August 2024	17
15	Duane Kale	August 2021	August 2024	16
11	Rakesh Naidoo	November 2021	November 2024	16
168				164
ACTUAL 2022 \$000	TAUMATA MĀORI BOARD	APPOINTED	TERM ENDS	ACTUAL 2023 \$000
-	Karen Vercoe (Chair)	1/12/22	October 2024	9
-	Sarah Hirini	1/03/23	February 2025	5
-	Dame Hinewehi Mohi	1/03/23	February 2026	5
-	Daniel Procter	1/03/23	February 2025	5
-				24
ACTUAL 2022 \$000	HPSNZ BOARD	APPOINTED	TERM ENDS	ACTUAL 2023 \$000
22	Bill Moran (Chair)	January 2017	June 2024	22
7	Alison Shanks	July 2015	December 2021	-
14	Annette Purvis	July 2020	July 2026	14
15	Chelsea Grootveld	February 2019	February 2026	16
15	Hetty Van Hale	July 2020	July 2026	16
1	Hilary Poole	January 2017	June 2021	-
7	Ian Hunt	July 2015	December 2021	-
1	Kylie Clegg	January 2018	July 2021	-
14	Martin Toomey	January 2021	January 2024	14
7	Raewyn Lovett	January 2022	January 2025	13
6	Rowan Simpson	July 2020	December 2021	-
-	Dame Noeline Taurua	September 2022	September 2025	12
-	Dame Valerie Adams	September 2022	September 2025	12
-	Donald Tricker	September 2022	September 2025	12
-	Duane Kale	September 2022	September 2025	9
109				140
277	Total Board Members' Remuneration			328

In addition to the remuneration reported in the table above, there were gifts provided for departing Board members valued at approximately \$1,243 (2021/22: \$1,854).

During the 2022/23 year:

Payments totalling \$43,713 (2021/22: \$55,876) 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 2023.

ACTUAL 2022	ADVISORY GROUP	ACTUAL 2023
	Audit, Finance and Risk Committee	
1,500	Alan Isaac	3,165
	Recovery Investment Advisory Committee	
1,250	Eru Lyndon	300
2,594	Jennifer Gill	375
	People and Culture Committee	
-	Julie Simpson	2,750
	Integrity Transition Committee	
3,450	Doug Martin	28,290
-	Vicky Robertson	1,666
-	Lex Pritchard	4,165
-	Tim Castle	40,281
-	Traci Houppapa	7,094
-	Don Mackinnon	29,654
-	Sarah Murray	5,797
	Maori Advisory Group	
-	Nicole Dryden	1,400
	Te Pae Whakatere	
-	Gael Surgenor	3,024
-	Helen Leahy	3,640
-	Mairangi Campbell	3,024
-	Te Miri Rangī	4,256
-	Anna Edwards	3,640
-	Dr Wayne Ngata	6,726
-	Dr Julie Wharewera	4,256
8,794		153,503

Notes to the Financial Statements: Continued

21. 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 2023 are provided, within \$10,000 bands, in the table below.

	ACTUAL 2022		ACTUAL 2023
1	480,001 - 490,000		-
-	440,001 - 450,000		1
-	410,001 - 420,000		1
-	350,001 - 360,000		1
1	340,001 - 350,000		-
-	290,001 - 300,000		1
1	270,001 - 280,000		-
-	250,001 - 260,000		1
-	230,001 - 240,000		3
1	220,001 - 230,000		4(1)
2	210,001 - 220,000		4
4	200,001 - 210,000		3
4	190,001 - 200,000		3
4	180,001 - 190,000		3
3	170,001 - 180,000		8(1)
10 (1)	160,001 - 170,000		5
12 (1)	150,001 - 160,000		19
17 (1)	140,001 - 150,000		15
12 (2)	130,001 - 140,000		18(2)
18 (2)	120,001 - 130,000		20(1)
19 (2)	110,001 - 120,000		27(3)
22 (4)	100,000 - 110,000		25
	131 (13)		162(8)

The above table includes those employees who ceased employment during the periods reported. For the year ended 30 June 2023, 8 employees who ceased employment during the period had received remuneration of greater than \$100,000, as indicated in brackets (2021/22: 13).

The Group Chief Executive's salary is within the band range of \$440,001 - \$450,000 (2021/22: \$480,001 to \$490,000).

During the year ended 30 June 2023, there were 2 employees (2021/22: 3 employees) who received, or were entitled to receive, \$81,372 compensation or other benefits in relation to cessation of employment (2021/22: \$30,360)

The Group had a general pay increase of 3.0% for all employees in the 2022/23 financial year (2021/22: Nil).

22. Financial instruments

Financial instrument categories

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

	ACTUAL 2022 \$000		ACTUAL 2023 \$000
		<i>Financial liabilities measured at amortised cost</i>	
	8,671	Payables (excluding GST and other taxes payable)	9,300
	8,671	Total financial liabilities measured at amortised cost	9,300
		<i>Financial liabilities measured at amortised cost</i>	
	20,421	Cash and cash equivalents	45,996
	3,370	Receivables	3,628
	110,570	Investments - term deposits	90,588
	-	Loans	3,000
	134,361	Total financial assets measured amortised cost	143,212

Initial measurement

At initial recognition, financial assets and financial liabilities are measured at their fair value plus or minus, in the case of a financial asset or financial liability not at fair value through surplus or deficit, transaction costs that are directly attributable to the acquisition or issue of the financial asset or financial liability.

Subsequent measurement for financial assets at amortised cost

Financial assets at amortised cost are subsequently measured using the effective interest (EIR) method and are subject to impairment. Gains and losses are recognised in surplus or deficit when the asset is derecognised, modified or impaired.

Subsequent measurement for financial liabilities amortised cost

After initial recognition, financial liabilities are subsequently measured at amortised cost using the EIR method. Gains and losses are recognised in surplus or deficit when the liabilities are derecognised as well as through the EIR amortisation process.

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.

Notes to the Financial Statements: Continued

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 Poors) or (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 September, 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.

23. 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.

24. Explanation of major variance against budget

Statement of comprehensive revenue and expense

Revenue

Crown funding

Recovery crown funding was \$5.314 million less than budget due to uncertainty on the timing of COVID-19 recovery package when the budget was set. The COVID-19 recovery package is released on joint ministerial approval but was budgeted using estimated receipt dates based on original Treasury allocations. The \$5.314m has been transferred to out-year crown funding.

Interest received

Interest received is \$3.004 million higher than budget due to higher-than-expected funds on deposit, and higher average interest rates than predicted.

Sector investments

Partner Investments

Partner Investments are \$14.485 million less than budgeted, primarily due to delays in programme delivery due to delays in recruitment.

The following areas are the major contributor to the underspends:

• Play: Kōpau	\$0.641m
• Te Aho (Māori Activation Plan)	\$0.590m
• Secondary schools activation	\$1.350m
• Healthy Active Learning	\$1.400m
• Unallocated investment	\$4.950m
• Moana Pasifika (drawn down as a loan)	\$3.000m
• RST Network project	\$0.900m
• Women in sport	\$0.170m

Infrastructure Investments

Infrastructure investments are \$10.700m 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 Hawaiki Hou (Different and Better) was not paid out, as budgeted, during the year. These funds will be carried forward to out years.

Operating expenditure

Operating expenditure of \$71.917 million is \$13.195 million (16%) below budget and \$7.974 (12%) more than 2021/22. The lower than budgeted operational expenditure relates largely to delays in planned projects, principally caused by delays in recruitment of roles established following the Group Governance Review.

Statement of financial position

Assets

Cash and cash equivalents and Investments are \$64.231 million more than budgeted due to delays with the recovery package funding initiatives and underspends over 2021/22 and 2022/23.

Liabilities

Total current liabilities of \$13.336 million are consistent with the budget.

25. 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 (2021/22: Nil).

26. Prior period adjustment

Comparatives have been reclassified as appropriate to ensure consistency of presentation with the current year.

In the 30 June 2022 financial statements, term deposits with original maturities of more than three months as at 30 June 2022 were classified as cash and cash equivalents in the Statement of Financial Position. A review undertaken for the 30 June 2023 financial statements has identified that these should have been classified as investments rather than cash and cash equivalents for 30 June 2022. As a result, the comparatives for these term deposits have been restated in this set of financial statements. The effect of the restatement on the financial statements is summarised below. There is no effect in 2023.

Statement of Financial Position

	ACTUAL 2022 \$000	ADJUSTMENT 2022 \$000	RESTATED 2022 \$000
Cash and cash equivalents	70,421	(50,000)	20,421
Investments	60,570	50,000	110,570

Statement of Cash Flow

	ACTUAL 2022 \$000	ADJUSTMENT 2022 \$000	RESTATED 2022 \$000
CASH FLOW FROM INVESTING ACTIVITIES			
Acquisitions of investments	(25,000)	(50,000)	(75,000)
Net cash flow from investment activities	2	(50,000)	(49,998)
Net increase/(decrease) in cash and cash equivalents	19,098	(50,000)	(30,902)
Cash and cash equivalents at 30 June	70,421	(50,000)	20,421

Cash and Cash Equivalents

	ACTUAL 2022 \$000	ADJUSTMENT 2022 \$000	RESTATED 2022 \$000
Bank balances and cash held	1,001	-	1,001
SHORT TERM TREASURY INVESTMENTS (DEPOSITS < 90 DAYS)			
ANZ	920	-	920
ASB Bank	10,000	(10,000)	-
ICBC (NZ)	20,000	(20,000)	-
Rabobank NZ	25,000	(10,000)	15,000
Westpac	13,500	(10,000)	3,500
Total short term investments	69,420	(50,000)	19,420
Total cash and cash equivalents	70,421	(50,000)	20,421

Investments

	ACTUAL 2022 \$000	ADJUSTMENT 2022 \$000	RESTATED 2022 \$000
INVESTMENTS (DEPOSITS > 90 DAYS)			
ANZ	10,570	-	10,570
ASB Bank	-	10,000	10,000
Bank of New Zealand	20,000	-	20,000
ICBC (NZ)	-	20,000	20,000
Kiwibank	20,000	-	20,000
Rabobank NZ	-	10,000	10,000
Westpac	10,000	10,000	20,000
Total investments	60,570	50,000	110,570

27. Reconciliation of Net Surplus

Cost of Service Output: Reconciliation of Net Surplus

For the year ended 30 June 2023

	SPORT AND RECREATION	HIGH PERFORMANCE SPORT	PRIME MINISTER'S SPORTS SCHOLARSHIPS	TOTAL
Revenue	149,830	83,279	4,250	237,359
Expenses	145,282	81,940	4,570	231,792
Net surplus/ deficit	4,548	1,339	(320)	5,567

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 transactions with organisations in which they have disclosed interests.

Disclosed interests are listed here for current Board members and the Group Executive Leadership personnel.

NAME/POSITION	ORGANISATION	INTEREST
Dame Valerie Adams Board Member HPSNZ	Athletics NZ Athletes Commission	Member
	Oceania Athletics Athletes Commission	Deputy Chair
	World Athletics Council	Member
	World Athletics Athletes Commission	Deputy Chair
Suri Bartlett Board Member Sport NZ	Risk and Assurance Committee for Department of Conservation	Independent member
	Save the Children	Director
	Tenzing Limited	Director
Raelene Castle Sport NZ Group CEO and ex-officio Board member	N/A	No interests to declare
Robyn Cockburn Board member Sport NZ	Lumin (provides consulting services to the arts, sport, recreation and heritage sectors)	Director
	Recreation Aotearoa - Contract for Service as Insights	Consultant
	Skills Active Te Mahi Ako	Director
	Sport NZ Futures Project	Advisory Group Member
	The Shift Foundation	Director
Jim Ellis Group Manager – Play, Active Recreation and Sport	International University Sport Federation Accreditation Commission	Member
Whaimutu Dewes Member Taumata Māori	Independent Review Panel NZ Rugby Union (from 02/12/22)	Member
Beatrice Faumuina Board Member Sport NZ	MBIE Auckland Regional Leadership Group	Member
	Trust Arena Board	Director
Dr Chelsea Grootveld Board Member HPSNZ	Aiko Consultants Limited	Director
	Core Education	Director
	Board of International Funders for Indigenous Peoples (IFIP)	Director
	Iti Kōpara Trust	Deputy Chair
	JR McKenzie Trust	Chair
	Kairangi Trust	Trustee
	Brown Whānau Trust	Trustee

NAME/POSITION	ORGANISATION	INTEREST
Duane Kale Board Member Sport NZ and HPSNZ	Catwalk Trust	Patron
	Halberg Foundation	Director
	International Paralympic Committee	Vice President
	Paralympics NZ	Director
Sally Kane Group Manager – Corporate Services	International Olympic Committee	Paris2024.comcom-IOC
	Golf New Zealand	Husband is Director
Raewyn Lovett Deputy Chair Sport NZ and HPSNZ	CHT Healthcare	Trustee
	International Working Group on Women and Sport (IWG)	Co-Chair
	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
Dame Hinewehi Mohi DNZM Member Taumata Māori	Raukatauri Music Therapy Centre	Trustee
Bill Moran Chair Sport NZ and HPSNZ	Chamber Music at the World's Edge Trust USA	Chair
	Community Trust South	Chair
	McGuinness Institute	Patron
	NZSO 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
	Southern Generation	Chair
	Sky City Casino Charitable Trust Queenstown	Trustee
	WorkSafe NZ	Deputy Chair
	Youthtown Inc	Trustee
	Youthtown Foundation	Trustee
	Maidstone Park Trust	Trustee
Julie Morrison Group Manager – Strategy, Policy and Investment		
Rakesh Naidoo Board Member Sport NZ	BLVR Limited	Director
	New Zealand Football Foundation	Trustee
	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	Executive Member
	White Ribbon New Zealand	Ambassador

NAME/POSITION	ORGANISATION	INTEREST
Dame Farah Palmer Board Member Sport NZ	Aho ki Rangī Trust	Member
	Barbarian Rugby Football Club	Member
	Kind Hearts Movement (Manawatū)	Ambassador
	Massey University – Office of the DVC Māori	
	New Zealand Māori Rugby Board	Chair
	New Zealand Rugby	Deputy Chair
	Tania Dalton Foundation	Member
	Sport@Massey Steering Committee	Member
	Tania Dalton Foundation	Member
Rāniera (Daniel) Proctor Member Taumata Māori	Te Kōhanga Reo National Trust	Co-Chair
	TKKM o Ngā Uri a Māui	Co-Chair
	Te Matakahuki (from 2022)	Chair
	Toi Tū Te Ora Tairāwhiti – IMPB – (from 2022)	Member
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
Dame Noeline Taurua Board Member HPSNZ	Netball NZ	Head Coach
Steve Tew Chief Operating Officer, HPSNZ	Wellington Stadium Trust	Trustee
	USA Rugby Board	Observer
	World Rugby	Consultant
	Maude Wines	Shareholder
Don Tricker Board Member HPSNZ	Coach Accelerator Programme – HPSNZ	Advisor
	NZ Cricket High Performance Advisory Group	Member
	NZ Rugby High Performance Advisory Group	Member
Martin Toomey Board Member HPSNZ	Milano 2026 and Gangwon 2024 Youth Olympic Winter Games	Chef de Mission
	Movewell Health and Fitness	Director
	Performance Plus Aotearoa Limited	Director
	Skeggs Foundation	Trustee
	Winter Games NZ	Chief Executive

NAME/POSITION	ORGANISATION	INTEREST
Hetty Van Hale Board Member HPSNZ	Central Lakes Trust	Trustee
	Northland Events Centre Trust	Trustee
	Russell Tennis Inc.	Committee Member
Karen Vercoe MNZM Chair Taumata Māori Board Member Sport NZ	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 Pūmautanga o Te Arawa	Trustee
	Te Kāhui Raraunga Trust	Trustee
	Te Awara Lakes Trust	Employee
	Paehinahina Mourea Trust	Trustee
Waerenga East West Incorporation	Trustee	

Appendix 2

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).
Core Knowledge	A HPSNZ education programme to support national sport organisations to develop coaches in the early stages of their high performance careers. The programme is designed to ensure athletes receive quality coaching and overall holistic support.
COVID-19 Sport Recovery Fund	In Budget 2020 the Government announced a \$264.6m four-year investment to support the play, active recreation and sport system to respond to the disruption caused by the COVID-19 pandemic and associated lock down measures. The emphasis is on rebuilding community play, active recreation and sport organisations and includes funding for Olympic and Paralympic sport.
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.
Integrity Sport and Recreation Commission	This is an independent body currently being established to strengthen the integrity of the sport and recreation system. Sport NZ has been supporting the establishment of the new entity.
#itsmymove	A national campaign that aims to raise awareness of what’s important to young women to enable and support them to participate in sport and recreation in ways that suits them.
Mana Taiohi	Sport NZ partnered with Aotearoa New Zealand’s youth development peak body, Ara Taiohi to use their ‘Mana Taiohi’ framework as a foundation for the Active Recreation for Rangatahi Plan. The Mana Taiohi principles acknowledge the mana that young people bring or carry, and actively work to enhance that mana.
Mātaiao	The culturally distinct pathway of Healthy Active Learning, formerly known as Tapuwaekura. Mātaiao is a Kaupapa Māori initiative supporting kura and kaiako to implement a Te Ao Māori approach through whakapapa and mātauranga Māori to connect tamariki to te taiao (the environment) for better health and wellbeing outcomes.
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.

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 assesses the extent to which an investment initiative is embedded in an organisation.
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
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.
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 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.
Quality experiences	Experiences that develop physical literacy by meeting the aspirations and needs of the participant.
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 Hāpaitanga	HPSNZ's coaching programme for women.
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 Taumata Māori	A governance group to provide valuable guidance at a governance level to Sport NZ Group on Te Tiriti o Waitangi, Māori strategy, investment and outcomes.
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 Manawa	Provides funding for the delivery of activities for children and young people. Activities can be new or existing. 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.
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.
Voice of participant - club experience survey	Designed to help NSOs understand club level player experiences, the drivers of participation and how they might adapt to meet people's changing needs. The participating sports change each year, therefore there are challenges in comparing year-on-year results.
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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