

HPSNZ ACTION PLAN

RESPONSE TO INDEPENDENT INQUIRY REPORT



21 July 2022

INTRODUCTION

HPSNZ and Cycling New Zealand received the Independent Inquiry Panel's Report in May 2022. This document made more than 90 recommendations for HPSNZ and Cycling New Zealand to consider.

HPSNZ has reviewed the report, considered it against findings from past reviews, current strategy and initiatives and engaged with staff to ensure their feedback was incorporated into our response. We found strong alignment between many of the recommendations and HPSNZ's current 2024 Strategy, indicating HPSNZ's focus on key areas will help deliver the system change we seek.

In that context we have identified 10 priority action areas to address the key themes outlined in the inquiry panel's report. These areas are summarised below, and will be monitored by the HPSNZ Board on a quarterly basis.

ACTION PLAN

1. Implement a systematic approach to monitoring wellbeing, and responding to issues:
 - Implement athlete voice mechanisms at NSO and national level and ensure they are working effectively, so athletes have the opportunity to be heard on decisions that affect them.
 - Agree wellbeing measurement benchmarks and identify and/or develop measurement and recording tools.
 - Ensure athlete contracts are appropriate with clearly outlined minimum standards.
 - Confirm that clear escalation processes are in place and understood by athletes.
2. Work with NSOs to improve alignment between regional development and national pathways to ensure clarity on what support can be provided to athletes (including pre-HP athletes) and coaches in regional training environments close to their home, whanau and support networks.
3. Review and monitor the approach to all transitions, including at the time of selections, ensuring we have a consistent and transparent approach across all sports. This information will form part of an athlete's induction and be published on the HPSNZ website. It will have a particular focus on preparing athletes to transition successfully from a Pre-HP to a High Performance environment.

4. Review and refine the HPSNZ/NSO onboarding process for all athletes, especially those moving into a centralised programme, to ensure it is athlete and whanau centred with appropriate access to support for all athletes.
5. Work with NSOs to require all athletes to have a holistic, transparent and regularly monitored Individual Performance Plan (IPP).
6. Prioritise and invest further in the Women's Health and Women in High Performance Sport leadership and initiatives within the 2024 strategy, to advance wider objectives for women in high performance sport. This includes appointing a Women's Health Lead to implement initiatives that continue to raise awareness of issues impacting the performance and wellbeing of female athletes.
7. Improve HPSNZ's data management system to ensure accuracy of information. This will enhance our ability to use data effectively to track an athlete's journey through the performance pathway, and to facilitate the management of issues (e.g. health issues) while ensuring appropriate data security.
8. Focus on further developing leadership capability at every level within the high performance sport system – Boards, CEs, coaches, athletes, support staff. This could include minimum requirements to undertake training that will complement existing programmes (e.g. Coaching Core Knowledge, Te Hāpaitanga).
9. Refine HPSNZ's KPIs to encapsulate the above initiatives as key priorities between now and the 2024 Paris Olympic and Paralympic Games and beyond, to ensure meaningful and measurable progress.
10. Work with Cycling NZ to ensure we are aligned with the implementation of the Inquiry recommendations for both organisations.