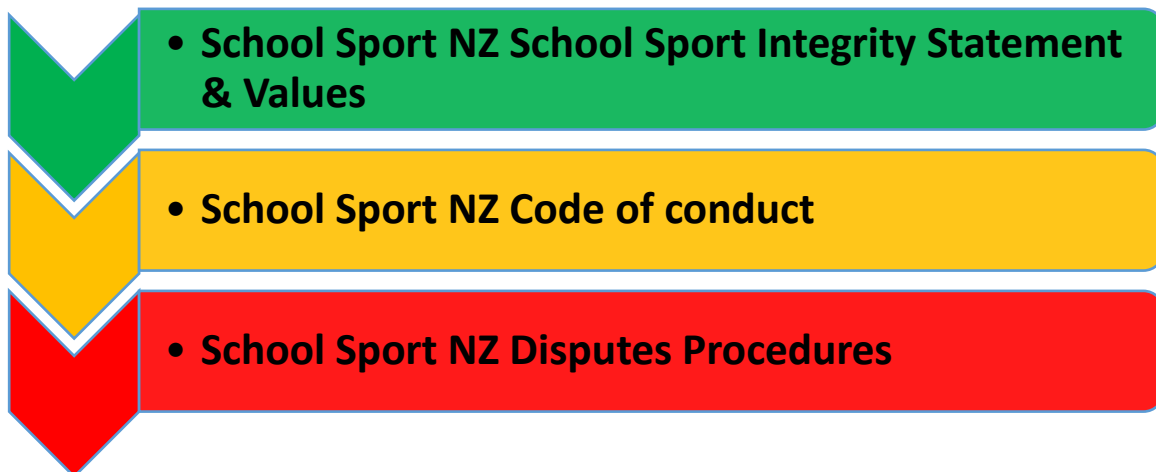




## School Sport NZ Integrity Framework Code of Conduct & Disputes Procedures

The Integrity Framework enables School Sport NZ to protect the heritage and values of school sport on behalf of all NZ schools, both inside and outside of the School Sport NZ event environment.



### School Sport NZ Integrity Statement and Values.

As members of School Sport NZ or in taking part in School Sport NZ sanctioned events, principals recognise and accept collective responsibility to act with integrity in protecting the heritage and values of school sport so that all students have the opportunity to experience school sport in a positive and safe environment.

In recognising this responsibility, schools participating in School Sport NZ sanctioned events agree to display

### **Honesty, Respect & Fairplay**

in their own school and towards other schools and event organisers.



## School Sport NZ Code of Conduct.

- 1 All School Sport NZ member schools and all schools entering School Sport NZ sanctioned events are bound to abide by this Code of Conduct.
- 2 The principal of the school is responsible for all matters pertaining to School Sport NZ sanctioned sporting events in which the school is involved, including adherence of students and any other person associated with the schools sporting programme to the School Sport NZ Code of Conduct. This includes students, staff, team officials, parents and spectators.
3. The principal will ensure that;
  - 3.1 All players representing the school meet the eligibility rules of School Sport NZ current at the time of the event and as published on the School Sport NZ website.
  - 3.2 All teams from the school are supervised at all times including travelling to and from an event by a responsible coaching and management team and that all athletes and officials are aware of their responsibilities and commitments before they attend an event.
  - 3.3 All students and team officials are aware of and are bound by the Smoke, Drug and Alcohol Free conditions under which all School Sport NZ events are sanctioned.
4. No person or persons associated with a school may act in a way that is likely to bring school sport into disrepute. This includes students, staff, team officials, parents and spectators.
  - 4.1 At all times, any person above associated with school sport will act in accordance with the principles of fair play as outlined in Clauses 4.2 – 4.4 to ensure that students have the right to enjoy their sport in a safe, positive environment.
  - 4.2 Players will;
    - a) Play to the best of their ability and within the rules of the game.
    - b) Show respect to other players - both team mates & opponents
    - c) Accept officials' decisions without gesture or argument.
    - d) Be humble in victory and gracious in defeat.
    - e) Support the coaches and their requests of them.
    - f) Thank and acknowledge the coach, officials and opponents.
  - 4.3 Coaches will;
    - a) Set affirmative and appropriate guidelines and behavioural standards for themselves and their athletes on and off the playing arena.
    - b) Assume responsibility for their players' conduct both on and off the playing arena.
    - c) Treat all players, including the opposition, with dignity and respect and demonstrate positive examples of sportsmanship at all times.
    - d) Respect and accept the judgement and decisions of officials without remonstrations.
  - 4.4 Parents and Spectators will:
    - a) Positively encourage and support the efforts of all players.
    - b) Refrain from any criticism or abuse directed at coaches or officials.
    - c) Place emphasis on genuine effort ahead of victory and encourage players to accept the outcomes of all games, irrespective of the result.
    - d) Recognise good play and never ridicule an individual player in either team.
    - e) Display self-control on the side-line - remember young people play sport for their satisfaction not parents or supporters.

5. No person or persons officially associated with a school may approach students from another school and induce them to transfer schools for sporting purposes. This includes staff and team officials.

5.1 Where a complaint is received about improper inducements it shall be referred in the first instance to the Regional Principals Association to investigate and, if possible, resolve. Should the issue not be resolved it may be referred to School Sport NZ for further action.

- 5.2 Where SCHOOL SPORT NZ is provided with either
  - a) written confirmation from a Regional Principals Association that it has investigated an allegation of inducement and is satisfied that inducement has taken place, or
  - b) sufficient evidence, signed by the principal of a member school, that a person or persons associated with a school has approached a student from another school and is satisfied a formal investigation is appropriate then provisions in the School Sport NZ Disputes Procedures below may be enacted.

- 5.3 Where a school does offer scholarships, financial assistance or any other form of inducement for students to transfer schools for sporting purposes, this will be through publicly advertised forums only and not by way of individual approach.



## **SCHOOL SPORT NZ Disputes Procedures**

Where SCHOOL SPORT NZ receives an allegation in writing signed by either the principal of a school, a Regional Principals Association chairperson or the CEO of a National Sporting Organisation, that is deemed by the SCHOOL SPORT NZ CEO to be;

- a. of a nature to warrant an investigation and is
  - b. supported by sufficient evidence to warrant an investigation
- the SCHOOL SPORT NZ CEO with agreement from the School Sport NZ Board Chairperson may elect to initiate a disputes process.
1. In the first instance, the CEO may investigate the allegation and, should he/she believe the allegation to be substantiated, propose a resolution which may include a formal warning or a sanction as per clause 6 of these Disputes Procedures.
  2. Should
    - i. any party to the allegation be unwilling to accept the determination notified by the CEO in clause 1, or
    - ii. the CEO determine the allegation to be of a more serious nature, the School Sport NZ CEO may convene a Disputes Panel to consider alleged breaches of the Code of Conduct.
  3. The Disputes Panel will consist of;
    - i. The School Sport NZ Chairperson or a delegated Board Member who will chair the panel,
    - ii. A non School Sport NZ board principal identified by the Regional Principals association of the alleged offending school,
    - iii. An independent member from the sports sector such as SportNZ, RST or NSO identified by the Disputes Panel Chairperson,
  4. The School Sport NZ CEO and/or a person or persons delegated by the School Sport CEO, will investigate the allegation using the following process;

- i. The principal of the school against which the allegation has been made will be notified in writing of the details of the allegation including the school or organisation bringing the allegation and the details of evidence provided.
  - ii. The principal receiving notice of the allegation will be asked to provide a written response to the allegation to the School Sport NZ CEO within 7 days.
  - iii. During the investigation, the School Sport NZ CEO or delegated authority may gather additional evidence including interviews with any person or persons likely to provide information relevant to the allegation.
  - iv. The School Sport NZ CEO or delegated authority may decide;
    - i. no further action is required or
    - ii. to offer to arrange mediation to attempt to resolve the allegation or
    - iii. convene a School Sport NZ Disputes Panel to hear the allegation and decide on any sanctions, if appropriate.
  - v. The School Sport NZ CEO will inform the principal of the school facing the allegation and the party bringing the allegation within 48 hours of the decision taken in iv) above.
5. Where a School Sport NZ Disputes Panel is convened to hear an allegation, in person or by phone/video conferencing;
  - i. The principals of schools involved and any person/s nominated by them or involved with the allegation will be informed of the time, date and place of the hearing, all evidence collected, and invited to attend and to provide further written submissions.
  - ii. All written material will be supplied to all parties above at least 48 hours prior to the hearing

#### At the hearing

- I. The School Sport NZ CEO will present the allegation, the response from the principal of the alleged school and any other evidence.
  - II. The Disputes Panel chairperson will invite the principal or any person delegated by the principal of the school bringing the allegation to speak, followed by the principal of the school alleged to have breached the Code of Conduct or any person they have delegated. All parties will be invited to be present for all parts of the hearing.
  - III. The Disputes Panel shall make a decision on the validity of the allegation and any sanctions on the school, team or individual they deem to be appropriate. The panel may defer final decisions to a date no later than 10 days following the hearing.
6. Sanctions may include:
  - i. Written warnings, with or without conditions including periods of prescribed supervision, or involvement in future School Sport NZ sanctioned school sport
  - ii. Permanent or temporary exclusion of an individual from School Sport NZ sanctioned events.
  - iii. Temporary exclusion of a school or team from School Sport NZ sanctioned school sport.
7. Any principal wishing to appeal a decision must do so by informing the School Sport NZ CEO in writing within 10 days of a decision being formally notified. An Appeals Panel will be convened and conduct a hearing at which the appealing principal and the principal of any other school party to the allegation and their delegated persons may attend and speak to the appeal. To ensure appeals are heard in a timely manner, the appeal hearing may be held by teleconference.

#### The Appeals Panel will consist of;

- i. one member of the School Sport NZ board not involved in the previous deliberations or Disputes Panel who will chair the Appeals Panel,
  - ii. A non School Sport NZ board principal identified by Regional Principals association of the alleged offending school not involved in the previous deliberations or Disputes Panel,

- iii. An independent member from the sports sector such as SportNZ, RST or NSO identified by the Appeals Panel Chairperson,
- iv. A suitably qualified member of the legal profession appointed by the Appeals Panel Chairperson,

The full Appeals Panel may uphold the original decision and any sanction(s) applied by the Disputes Panel or alter the original decision and sanction(s) in any way.

The decision of the Appeals Panel will be binding on all parties.

8. Any further recourse on an appeal decision must be conducted through the Sports Tribunal