Northern Territory Sport Integrity Action Plan 2022-2023

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1.0	June 2021	Don Boyanton	202-21 edition; Department name change and COVID-19 information inclusion.
1.1	July 2021	Sasha Dennis	Introduction of data from survey to support recommendation/key actions.
1.2	September 2021	Don Boyanton	Incorporate sector feedback and themes of legislation/policy, education and engagement actions.
1.3	October 2021	Sasha Dennis	Incorporate sector feedback.

Acronyms	Full form
MPIO	Member Protection Information Officer
MOG	Machinery of Government
NIF	National Integrity Framework
NSO	National Sporting Organisation
PBTR	Play By The Rules
PSB	Peak Sporting Body
SAR	Sport and Active Recreation
SIA	Sport Integrity Australia
TFHC	Territory Families, Housing and Communities

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1. Executive Summary

The Northern Territory (NT) Sport and Active Recreation Strategic Plan: 2021-25 (the SAR Strategic Plan) aspires to build safe, strong and proud communities where every Territorian is valued and able to participate. To achieve this mission, the sport and active recreation sector and community requires a contemporary NT Sport Integrity Action Plan (the Plan) to drive clean, safe and ethical conduct across the Territory.

The Department of Territory Families, Housing and Communities (the Department) undertook public consultation via a survey in May 2021, seeking the views of a wide range of organisations and individuals involved in sport across the Territory.

The public's view on themes cut across multiple areas of sport integrity, namely:

- organisational culture regarding inclusion, diversity, discrimination and harassment;
- integrity issues in children's and adult sport;
- member protection;
- child safeguarding;
- drugs in sport;
- protection against corruption; and
- protection against match-fixing.

Data from the 2021 survey has now been analysed and compared against the previous 2020 survey to inform the Department of the presence, prevalence and changes to sport integrity threats across the Northern Territory sporting sector. As a result, the Northern Territory Sport Integrity Action Plan: 2022-23 has been developed to continue the protection and enhancement of the integrity of sport, while also being ambitious in raising the capability across the sports sector to deal with integrity related issues across the Territory through the introduction of the Department's Community Sport Officers.

The Department acknowledges the challenges the sport sector and community face in safeguarding and upholding the principles of fairness, inclusion, respect, responsibility and safety. It is important to note that the survey did not raise any significant integrity-related issues we were not already aware of, and member protection issues, child safeguarding, alcohol and drugs remain the most prominent threat to sport in the Territory.

The Northern Territory Sport Integrity Action Plan: 2022-23 (two calendar years) is a robust and collaborative approach to drive sport integrity, from the local grassroots to Territory representative level, and address these issues in concert with National legal, regulatory and policy frameworks. The key actions detailed in the Action Plan align to an explicit focus on legislation and policy, education and engagement to build on the Department's ongoing determination to preserve the integrity of sport at all levels in the Territory.

2. Primary Areas of Focus

To prevent and address threats to sports integrity and promote community confidence in sport, the Department has three primary areas of focus for each identified sport integrity issue:

- 1. **Legislation and policy** developing, implementing and sharing best practice national policies and reforms to promote and improve confidence in the Northern Territory's sport integrity.
- 2. **Education** proactively supporting the sporting sector with awareness of threats and vulnerabilities as well as facilitate programs to protect the welfare of athletes, administrators and volunteers.
- 3. **Engagement** maintain and build on effective relationships with a range of internal and external stakeholders, to enable greater collaboration on sports integrity matters and help build the capabilities of the sporting sector.

3. Sport Integrity Findings and Key Actions

The Northern Territory Sport Integrity Action Plan: 2022-23 identifies key action areas the Department will undertake to protect and enhance the integrity of sport in the Territory. The prioritisation of these actions will increase the capability across the sports sector to deal with integrity related issues, particularly in relation to the reporting and management of sports integrity related complaints.

3.1. Member Protection Information Officers

The 2021 Survey found:

- 65% of respondents are either unaware or are unsure if their main Territory sport has a Member Protection Information Officer (MPIO).
- 83% of respondents reported their MPIO's details are not posted, or are unsure if they are posted, on their main sport's website.
- 41% of respondents have observed some, regular and frequent discrimination in their main sport.
- 41% of respondents have observed a little, common or a lot of harassment in their main sport.
- 54% of respondents have observed a little, common or a lot of communication or behaviour that is negative, threatening, or disrespectful towards officials at their main senior sport.
- 51% of respondents have observed a little, common or a lot of communication or behaviour that is negative, threatening, or disrespectful towards opposing teams or players at their main senior sport.

The MPIOs play an important role in Territory sport. They are key people in implementing each sport's Member Protection policy, driving long-term cultural change and de-escalating conflict in their environment. A MPIO in a club environment, provides an immediate and accessible presence.

MPIOs are educated to deliver proactive information around positive behavioural and cultural expectations at all levels of the sport, as well as provide information and support on complaints procedures.

Each Peak Sporting Body (PSB) is required to have an active Member Protection policy. A PSB must have a MPIO. 1

Key Actions	The Department will:	The Peak Sporting Body will:
Legislation and Policy - Anti-Discrimination Act 1992 (NT) - Member Protection Policy	✓ Monitor PSBs compliance with having a current Member Protection Policy as outlined in the PSB Funding Grant Program Guidelines 2019-2024.	✓ Hold a current Member Protection Policy that is publicly available to all stakeholders on their website.
Education	 ✓ Provide ongoing training programs, tools and support for the sporting sector and MPIOs. www.playbytherules.net.au/online-courses/mpio-online-course 	✓ Lead with proactive education programs that drive the uptake of more MPIOs at club level, and provide resources that support their ongoing learning.
Engagement	✓ Fund Play By The Rules (PBTR) to deliver information, resources, tools and online training to increase the level of participation by administrators, coaches, officials, players and parents at training programs.	✓ Post a link to the MPIO on their website so members can access assistance easily.

3.2. Child Safeguarding

The 2021 Survey found:

- 74% of respondents reported that they were either unsure, or the sport/club had not adopted the National Principles for Child Safe organisations into its policies or practices.
- 27% of respondents reported that they were aware of someone in their main sport, that works with children (including volunteers and coaches etc), who does <u>not</u> have an ochre card.
- 46% of respondents have observed a little, common or a lot of negative behaviour towards their juniors in their main sport.
- 41% of respondents have observed a little, common or a lot of negative behaviour towards opposing juniors or teams in their main sport.
- 48% of respondents have observed a little, common or a lot of communication or behaviour that is negative, threatening, or disrespectful towards officials at their main junior sport.

Child safety must be embedded in every Australian sporting organisation's culture and understood and practised at all levels of the sport.² National Sporting Organisations (NSOs) are now required to have a stand-alone Child Safeguarding Policy which aligns with the National Principles for Child Safe Organisations. The Sport Integrity Australia (SIA) Safeguarding Team will assist NSOs in implementing the practices and processes outlined in the policy within their operations.³

Key Actions	The Department will:	The Peak Sporting Body will:
Legislation and Policy	✓ Support SafeNT to communicate requirements for a Working With Children Clearance (also known as an Ochre Card) to the sporting sector.	✓ Ensure all employees (paid and unpaid) engaged in child-related employment have valid Working With Children Clearances before commencement.
- Care and Protection of Children Act 2007 (NT) - Child Safeguarding		✓ Provide SafeNT details publicly either through the online Sport Integrity Toolkit link or directly to SafeNT via their website.
Policy	✓ Through the NT Sport Integrity Network, continue to assist PSBs to source and implement the SIA Child Safeguarding Policy.	✓ Develop and publicly display their Child Safeguarding Policy on the PSB website. This may be the NSOs new Child Safeguarding Policy, as negotiated through the National Integrity Framework (NIF) with SIA.
Education	 ✓ Promote the Child Safeguarding in Sport Induction eLearning course from Sport Integrity Australia at sector forums. ✓ Include the National Association for Prevention of Child Abuse and Neglect (NAPCAN) Child Safe Organisations information at sector forums. 	 ✓ Support staff, member Associations and volunteers to complete the Child Safeguarding in Sport Induction eLearning course from Sport Integrity Australia. ✓ Support staff, member Associations and volunteers to attend Child Safe Organisations training.
Engagement	 ✓ Promote and circulate the Child Safeguarding in Sport Induction eLearning course link in the Sport Integrity Toolkit, Department communications and media platforms. ✓ Promote and circulate NAPCAN course details via online Sport Integrity Tooklit, Department communications and media platforms. 	✓ Ensure link to the Sport Integrity Toolkit is on the PSB website.

3.3. Improper use of Drugs and Performance Enhancements

The 2021 Survey found:

- 28% of respondents reported that illicit drug activity (usage or supply) is present in their main NT sport, in and out of competition.
- 13% of respondents reported that doping (performance enhancing drug) activity has a combined Low or Common prevalence in their main NT sport, in and out of competition.

Key Actions	The Department will:	The Peak Sporting Body will:
Legislation and Policy - Misuse of Drugs Act	✓ Pass intelligence and specific reports of illicit drug use and supply in Territory sport (Sport Integrity Survey included) to NT Police and the PSB.	✓ Pass intelligence and specific reports of illicit drug use and supply in Territory sport to NT Police and the Department.
2017 (NT) - Sport Integrity Australia Act 2020 (Commwealth) - Australian National Anti-Doping Policy 2021	 ✓ Pass intelligence and specific reports of doping activity to SIA and the PSB. ✓ Monitor PSB compliance with a current SIA approved Anti-Doping Policy displayed on their website. 	 ✓ Pass intelligence and specific reports of doping activity to SIA and the Department. ✓ Display a current SIA approved Anti-Doping Policy on their website.
Education	 ✓ Fund Sports Medicine Australia to deliver face-to-face Drugs in NT Sport education sessions to local sports, their clubs, athletes, parents, coaches, officials, administrators and other stakeholders. ✓ Annually fund the Good Sports "Tackling Illegal Drugs" program through the Alcohol and Drug Foundation. ✓ Facilitate workshops and learning opportunities using the SIA suite of 	 ✓ Organise with Sports Medicine Australia to deliver face-to-face Drugs in NT Sport education to their Junior cohorts, if identified as having a common or high prevalence of illicit drug usage or supply, or performance enhancing drug activity. ✓ Communicate and promote the SIA suite of online education courses to affiliates/members. Introduction to Illicit Drugs in
	online education courses, and the online Sport Integrity Toolkit. ✓ Include dedicated workshops using the	- Clean Sport 101. ✓ Engage affiliated clubs in the Good
Engagement	SIA suite of online education courses as part of the NT Sport Integrity Network agenda.	Sports "Tackling Illegal Drugs" program to drive long term cultural change.

3.4. Alcohol at Junior Venues

The 2021 Survey found:

• 38% of respondents reported that alcohol is either sold or BYO is allowed at junior fixtures/venues.

Key Actions	The Department will:	The Peak Sporting Body will:
Legislation and Policy - Liquor Act 2019 (NT) - Alcohol Management Policy	✓ Monitor PSB compliance with displaying on their website an Alcohol Management Policy¹.	✓ Display a current Alcohol Management Policy on their website.
Education	 ✓ Fund Good Sports to deliver education and certification of the Alcohol Management Policy. ✓ Facilitate for Good Sports to liaise with Licensing NT around alcohol at junior events, and licensing cost reduction to sports for undertaking and completing education to reduce harm. 	✓ Organise with clubs to deliver face-to- face education sessions with Good Sports, if a reported incident involves alcohol being made available at a sport's Junior fixture/venue.
Engagement	✓ Promote <i>Good Sports</i> programs and regional visits through the Community Sport Officer networks and Sport Integrity network.	✓ Engage affiliated clubs in the <i>Good Sports</i> programs to drive long term cultural change through their Alcohol Policy.

3.5. Complaint Handling

The 2021 Survey found:

 41% of respondents reported were unsure if their sport has a separate policy and process for managing complaints.

Each PSB is required to have an active Complaint Handling Policy and Code of Conduct.¹

The new National Integrity Framework (NIF) is a streamlined suite of policies that sets out the broad expectations for the conduct of all participants in sport.³

SIA will work with NSOs to establish a plan and timeline to adopt and implement the NIF. SIA will also provide direct assistance on specific policies as required.

The NIF also includes the Complaints, Disputes and Discipline Policy. This policy outlines the procedures for managing, reporting, assessing and determining potential breaches of the integrity policies contained in the NIF. Under this policy, SIA will undertake the independent complaint assessment and review process.

The Complaints, Disputes and Discipline Policy sets out the system for resolving complaints and administering disciplinary action arising from an individual or organisation engaging in prohibited conduct under the NIF.

The system is a collaboration between NSOs, SIA and the National Sports Tribunal that will provide an independent, transparent, and fair complaint management system for all involved in sport.

SIA will receive all complaints relating to prohibited conduct under the NIF and will assess these complaints to determine the most appropriate resolution process, either via the Complaints, Disputes and Discipline Policy or referral to external organisations such as a regulatory authority or child protection agency, or to the NSOs to manage under a relevant sport policy.³

Key Actions	The Department will:	The Peak Sporting Body will:
Legislation and Policy SIA - Complaints, Disputes and Discipline Policy	✓ Work with PSBs to progressively adopt the updated NIF suite of policies, in particular, the Complaints, Disputes and Discipline Policy, as negotiated between the NSO and SIA.	✓ Progressively adopt the updated NIF suite of policies, as negotiated between their NSO and SIA, in particular, the Complaints, Disputes and Discipline Policy.
Education	✓ Provide information and advice to the sporting sector on mandated procedures in respective Constitutions.	✓ Circulate the complaints process via their website and include in board induction processes.

3.6. eSafety and Social Media

The 2021 Survey found:

• 71% of respondents reported that they were unsure, or that their main sport did not have an eSafety or Social media policy.

Each PSB is required to have a Social Media Policy.¹

Key Actions	The Department will:	The Peak Sporting Body will:
Legislation and Policy	✓ Monitor PSB compliance with displaying eSafety or social media policy on their website.	✓ Display a current eSafety or social media policy on their website.
Education	✓ Provide information and advice to the sporting sector on mandated procedures in respective Constitutions.	✓ Circulate the eSafety or social media policy via their website, newsletters/club communications and hold information sessions for athletes, parents, officials and volunteers to increase awareness and understanding.

3.7. Competition Manipulation and Sport Wagering

The 2021 Survey found:

• Only one (1%) of respondents reported court-siding activity in the last 12 months. This is a significant decrease, as five Darwin sports had previously self-reported instances of court-siding at local venues between 2018 and 2019.

Anti-match fixing and anti-corruption policies and practices, including codes of conduct and sanction regimes must be in place, if required under the National Policy on Match–Fixing in Sport.¹

Key Actions	The Department will:	The Peak Sporting Body will:
Legislation and Policy NT Criminal Code Amendment (Cheating and Gambling Act) 2013 SIA – National Policy on Match-Fixing in Sport	✓ Require all PSBs to have active Antimatch fixing and anti-corruption policies displayed on their website, as required under the sport's National Policy on Match–Fixing in Sport.¹	✓ Have anti-match fixing and anti- corruption policies and practices, including codes of conduct and sanction regimes, displayed on its website, if required under the National Policy on Match—Fixing in Sport.¹
Engagement	✓ Follow up and support the PSB immediately when it receives intelligence or specific reports of court-siding or match-fixing.	✓ Notify the Sport Integrity Unit immediately when it receives intelligence or specific reports of court-siding or match fixing.

3.8. NT Sport Integrity Network

The continued growth of the NT Sport Integrity Network is a critical strategic component, developing viable communication and connection points from within and outside the Territory sport sector. The Department, in collaboration with law enforcement agencies and key sport service providers, will support Community Sport Officers and delegates from PSBs to collectively build knowledge of integrity issues, jointly address integrity threats and coordinate educational messages and responses.

The platform for cooperation will also continue through individual meetings with each PSB and NT sport sector stakeholders. This ongoing information exchange provides assessment of each individual sport's policy framework, identification of prevalent integrity threats, the measures that are currently in place and which capabilities need further support.

The Department's Sport Integrity and Inclusion Officer will also attend and contribute to the National Jurisdictional Sport Integrity Network (JSIN) providing updates of national strategic initiatives to the NT Sport Integrity Network.

Key Actions	The Department will:	The Peak Sporting Body will:
Education	✓ Hold NT Sport Integrity Network meetings to collectively build knowledge of integrity issues, jointly address integrity threats and coordinate educational messages and responses.	✓ Have representatives attend as members of the network and contribute to NT Sport Integrity Network meetings.
	✓ Provide ongoing support, training and resources to Community Sport Officers via online conference video link, phone, email and face to face.	
	✓ Hold individual meetings with PSBs to provide assessment of each sport's policy framework, joint identification of prevalent integrity threats, identify the measures that are currently in place and which capabilities need further support.	✓ Meet with the Department's Sport Integrity and Inclusion Officer to discuss the PSBs policy framework, the identification of prevalent integrity threats, the measures that are currently in place and which capabilities need further support.
Engagement	✓ Visit regional Territory centres and meet with Community Sport Officers, to conduct community sport integrity forums and engage with local sports stakeholders, with the aim of fostering cooperative and collaborative	 ✓ Provide the Sport Integrity Unit with updated contact details of the PSB's regional, club and community sports representatives, upon request prior to visiting. ✓ Provide contact details and
	approaches to address local sport integrity issues. ✓ Liaise with National Sporting Organisations Integrity Unit's personnel to foster tripartite oversight, cooperation and information sharing.	introductions to the NSO's Integrity unit personnel, and update the NT Sport Integrity and Inclusion Officer when new personnel come into these roles.

3.9. Online Sport Integrity Toolkit

The Online Sport Integrity Toolkit has been developed to provide specific information about integrity issues to NT PSBs, clubs, sports administrators, players, parents, coaches, officials and other support personnel.

The platform can be accessed via:

https://tfhc.nt.gov.au/sport-and-active-recreation/sport-and-active-recreation/sport-integrity-toolkit.

Key Actions	The Department will:	The Peak Sporting Body will:
Engagement	✓ Continue to update the website with current sport integrity information as a primary point of reference for Territory sporting organisations.	✓ Place links to the NTG Sport Integrity Toolkit on its website for convenient member access.

4. Implementation and Reporting

The Department's effectiveness in implementing the key actions is contingent on impactful partnerships and being accountable for our role in capacity building, collaboration and consultation.

The Department will report annually our performance in enabling and empowering the sporting sector to address sports integrity threats, and to drive clean, safe and ethical conduct in sport across the Territory.

Sport Integrity Area	Measure	Methodology
Member ProtectionChild SafeguardingComplaint Handling	Sports integrity threats are identified and addressed. Implementation of positive	Analysis of NT Sport Integrity Survey results. SIIO desktop audit of presence of
 Alcohol at Junior Venues eSafety and Social Media Improper use of Drugs and Performance Enhancements 	practices and interventions across the NT sporting community are identified. Presence of nominated policies on PSB website. Presence of MPIO contact mechanism on PSB website. Number of registered MPIOs with NT PSBs. Delivery of face-to-face Sports Medicine Australia Drugs in Sport Sessions to PSBs, who are identified as having a common or high prevalence of illicit drug or performance enhancing drug activity.	nominated policies on PSB websites. Report from Play By The Rules of registered MPIOs per NT PSB. Report from Sports Medicine Australia of delivery of face to face Drugs in Sport sessions. Report from Good Sports of Clubs engaged with the Tackling Illegal Drugs program and Alcohol Program. External feedback from partners.

Online Sport Integrity Toolkit	Visible updates on the Toolkit. Visible links from PSBs websites to the Toolkit.	Desktop audit of PSBs inclusion of the Toolkit links on their websites.
➤ NT Sport Integrity Network	Attendance and engagement of PSB representatives at NT Sport Integrity Network meetings. Engagements with Community Sports Officers, regional councils and regional PSB members and affiliates.	Record and analysis of Department and funded partners engagement (attendance at meetings) and input (minutes). Record of engagements with Community Sport Officers, regional councils and regional PSB members and affiliates. Analysis of partnerships, funded partners, committees and projects. Analysis of the Department's and funded partner's contribution to stakeholders' capability to address sports integrity threats through timely and fit for purpose information sharing.

The survey results referred to in the action plan will be derived annually from the quantitative measures contained within the "Have Your Say" survey tool. This is in order to maintain a consistent data set of NT sport integrity issues, from which to identify and measure outcome trends.

5. References

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Available at: tfhc.nt.gov.au/sport-and-active-recreation/sport-and-active-recreation/sport-integrity

¹ Peak Sporting Body Grant Program Guidelines 2019-2024, NT Government 2019

² https://www.sportintegrity.gov.au/what-we-do/safeguarding

³ https://www.sportintegrity.gov.au/what-we-do/national-integrity-framework