

WELLBEING FRAMEWORK AND GUIDELINES: NSO HEALTH CHECK ALIGNMENT RESOURCE

HIGH PERFORMANCE SPORT NEW ZEALAND

NSO ALIGNMENT RESOURCE

This alignment resource has been developed to show how each of the wellbeing questions in the Health Check map onto the Framework and Guidelines.

Numbers in brackets within the Framework and Guidelines reflect alignment of items to the following NSO Health Check 'Wellbeing and Performance Environment' questions:

- **Wellbeing, Q1:** Does the NSO consistently empower individuals to thrive within their HP programme?
- **Wellbeing, Q2:** Does the NSO consistently support individuals when they are struggling within their HP programme?
- **Performance Culture, Q3:** Does the NSO have a performance culture that strives for performance excellence while supporting wellbeing?
- **Voice Mechanisms, Q4:** Does the NSO consistently engage athletes to seek their views and to understand their needs?
- **Voice Mechanisms, Q5:** Does the NSO consistently engage HP coach, staff and contractors' views and ideas?
- **Wellbeing Safeguards, Q6:** Does the NSO have transparent, clear, and well understood formal mechanisms in place to escalate issues and/or concerns?
- **Wellbeing Safeguards, Q7:** How effectively do the NSO's Health and Safety systems and reporting processes seek to identify and formally manage athlete, staff, contractor, and other HP individuals' wellbeing?
- **Daily Training Environments, Q8:** Do all current cycle campaigns and identified future cycle athletes have fit for purpose daily training environments that enable them to perform, progress and transition?

HPSNZ WELLBEING (HAUORA) FRAMEWORK AND GUIDELINES

VISION		Enriching wellbeing through high performance sport environments that empower and support individuals to optimise their potential and enhance their ability to thrive in their sporting and non-sporting lives			
TE WHARE TAPA WHĀ		TAHA HINENGARO	TAHA WAIRUA	TAHA TINANA	TAHA WHĀNAU
PRINCIPLES		INDIVIDUAL	NSO		HPSNZ
TRANSPARENCY Te Matapihi	Seek clarification about your role and impact on the culture and environment, as well as your rights and responsibilities, in order to promote transparency	Implement a HP strategy that has a purpose and vision that clearly values trust, respect and transparency (1, 2, 5, 6, 7)	Provide clear definitions of WB and WB in HPS Environments		
	Articulate your WB needs and work with relevant parties and support systems to meet them, including wha-nau as appropriate	Establish and enact policies and a code of conduct that are aligned with your culture, behaviours, and values (5, 6, 7)	Share guidelines and resources with stakeholders to protect and promote a clear, transparent and inclusive approach to WB		
	Promote and support information sharing to enhance transparency, regardless of role	Openly share recruitment intentions, selection processes, resource support (1, 2, 3)	Establish and share WB investment and funding criteria		
		Ensure in/formal mechanisms are in place, shared, and utilised to address concerns (2, 6, 7)	Provide guidance for WB measurement, including, best practices for administration, analysis, interpretation and feedback		
			Establish and enact policies and a code of conduct that are aligned with your culture, behaviours, and values		
			Ensure in/formal mechanisms are in place, shared, and utilised to address concerns		
Communicate appropriately, consistently and continuously with relevant parties					
INCLUSION Te Kūaha	Actively include and engage with peer groups, colleagues, coaches, athletes, support staff, wha-nau and caregivers, as appropriate	Utilise input from athletes, coaches, and relevant stakeholders to develop your HP strategy, and engage individuals in HP committees/groups that contribute to key decision-making items (4, 5)	Actively seek and engage input from NSOs, coaches, athletes, staff and whānau as appropriate		
	Model and promote respect for others to foster inclusive environments that protect and facilitate safety and WB	Implement policies, strategies and activities that are inclusive, accessible, protect and promote safety and WB, and reflect input of coaches, athletes, staff, and wha-nau as appropriate (2, 4, 5)	Implement policies, strategies and activities that are inclusive, accessible, and reflect input of coaches, athletes, staff, and whānau as appropriate		
	Utilise feedback mechanisms that include relevant parties and represent a range of voices and perspectives	Conduct inclusive induction processes, including wha-nau as appropriate (1, 4)	Communicate and work in tandem with other stakeholders to achieve inclusive, consistent, relevant approaches to WB		
CONTINUOUS GROWTH Te Papa	Have honest conversations and develop clear plans to enable growth for personal and professional development needs	Provide and promote opportunities for athletes, coaches, and staff to engage with and influence others in decision-making forums (4, 5)	Provide opportunities and supporting systems for ongoing reflection and development for coaches, athletes and staff, such as leadership development programming		
	Build capability over time in your respective role (including throughout the performance pathway for athletes)	Promote development opportunities for all parties, including for athletes into, through and beyond the performance pathway (1, 2, 8)	Establish consistent mechanisms that allow for idea exchanges and cross-unit projects, systems, learnings and enhancements		
		Prioritise the identification and achievement of intra-individual milestones (e.g., through development, support, and monitoring mechanisms such as development/work plans) (1, 3, 8)			



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