

Northern Territory Sport Integrity Action Plan 2024-2025

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1.2	December 2023	Mitchell Hardy	Final endorsement

Acronyms	Full form
ASC	Australian Sports Commission
CEO	Chief Executive Officer
CSO	Community Sport Officer
MPIO	Member Protection Information Officer
NSO	National Sporting Organisation
NST	National Sports Tribunal
NT	Northern Territory (the Territory)
NTG	Northern Territory Government
PBTR	Play By The Rules
PSB	Peak Sporting Body (Northern Territory)
SIA	Sport Integrity Australia
SRSI	Sport, Recreation and Strategic Infrastructure
WWCC	Working With Children Clearance (Ochre Card)

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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 healthy 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 2024-2025 (the Plan) to drive clean, safe and ethical conduct across the Territory.

From 24 February to 31 August 2023, the Department of Territory Families, Housing and Communities (the Department) undertook widespread public consultation, via the 2023 NT Sport Integrity survey. It sought the views of all NT Peak Sporting Bodies (PSBs) and their participants involved at all levels of sport across the Territory.

The publics' perspective on specific issues, cutting across multiple areas of sport participation were canvassed, namely:

- negative behaviours in junior and senior sport;
- member protection regarding abuse, discrimination, harassment and inclusion;
- child safeguarding;
- the prevalence of illegal drugs and performance enhancing drugs;
- alcohol at junior sport;
- corrupt sports gambling practices; and
- social media abuse.

Data from the 2023 survey has been collated and analysed against the previous 2020 and 2021 NT Sport Integrity surveys to provide an ongoing longitudinal evidence base. This has informed the Department of the presence, prevalence and variations to sport integrity threats across the NT sporting sector over the last three years.

As a result, the Plan, coinciding with the SAR Strategic Plan, has been developed to continue the protection and safeguarding for all Territory sports. It is ambitious in developing the capability of the regional and remote sports sectors, to effectively manage integrity-related issues, through the engagement of the Department's Community Sport Officers (CSOs).

The Plan is a robust and collaborative approach to drive sport integrity, from the local grassroots up to the National level. It seeks to address integrity threats in concert with National and Territory legal, regulatory and policy frameworks. The Plan aligns targeted actions across legislation, policy, engagement and education.

The two major drivers of the Plan – the Department's Sport, Recreation and Strategic Infrastructure (SRSI) branch and PSBs - are clearly identified and the committed actions are specific and concise.

2. Primary categories of targeted action

To identify, address and manage threats to Territory sport, and promote community confidence, the Plan targets three primary categories for action:

1. **Legislation and Policy (LP)** - compliance with Commonwealth and Territory legislation and driving National policy best practice through Sport Integrity Australia (SIA) and National Sporting Organisations (NSOs).
2. **Engagement (ENG)** – actioning initiatives and strengthening effective relationships with a network of internal and external stakeholders, enabling greater collaboration to address sports integrity issues and build the individual and strategic capabilities of the sporting sector.
3. **Education (EDU)** - providing the sporting sector with education and information sharing of risks, threats and vulnerabilities, as well as promoting programs and initiatives that inform, mitigate risk and protect the welfare and enjoyment of the people in our sports community.

3. Key action areas

3.1. Member protection

Member Protection Information Officers (MPIOs) play an important role in NT sport. They are key people in implementing each sport's Member Protection policy, de-escalating conflict in their environment and driving long-term cultural change. An MPIO in a club environment provides an immediate, accessible presence and support. MPIOs are educated to provide information, support procedures and options to resolve complaints. Each PSB must have an active MPIO and Member Protection policy as part of their grant funding agreement.¹

SRSI will:

- ✓ LP - Monitor PSB compliance with displaying all required policies on their websites, as outlined in the PSB Funding Grant Program Guidelines 2019-2024.
- ✓ ENG - Fund Play By The Rules (PBTR) to deliver MPIO training, as well as make available resources, tools and online training to increase the level of participation and effectiveness by administrators, coaches, officials, players and parents.
- ✓ EDU - Promote ongoing training programs, tools and support for the sporting sector and MPIOs through Play By The Rules. www.playbytherules.net.au/online-courses/mpio-online-course

PSBs will:

- ✓ LP - Hold a current Member Protection Policy that is publicly available on their website.²
- ✓ ENG - Ensure the sport has at least one trained MPIO that is publicly accessible to all members.³
- ✓ ENG - Post a contact information link to the MPIO on the PSB website so members can access timely assistance.
- ✓ EDU - Support their MPIO to lead with scheduled information sessions, outlining the sport's Code of Conduct, Member Protection Policy and Complaint Processes.

¹ Appendix C, Peak Sporting Body Grant Program Guidelines 2019-2024, Northern Territory Government

² Appendix C, Peak Sporting Body Grant Program Guidelines 2019-2024, Northern Territory Government

³ Page 2, Peak Sporting Body Grant Program Guidelines 2019-2024, Northern Territory Government

3.2. Child safeguarding

Child safeguarding must be embedded in every Australian sporting organisation's culture and be understood and practised at all levels of the sport. NSOs are now required to have a stand-alone Child Safeguarding Policy which aligns with the National Principles for Child Safe Organisations.

SRSI will:

- ✓ ENG - Inform PSBs of reported breaches of the *Care and Protection of Children Act*.
- ✓ ENG - Implement the "Shoosh for Kids 365" campaign, with a focus for 2024 on the Marrara Sporting Precinct, for all PSBs that wish to sign up.
- ✓ EDU - Promote and circulate the **Child Safeguarding in Sport Induction** eLearning course link in the Sport Integrity Toolkit, Department communications and media platforms.

PSBs will:

- ✓ LP - Publicly display their Child Safeguarding Policy on the PSB website.⁴
- ✓ LP - Ensure all employees (paid and unpaid) engaged in child-related employment have valid Working With Children Clearance (WWCC) before commencement.⁵
- ✓ LP - Provide a direct link on their website to the SafeNT WWCC website.
<https://forms.pfes.nt.gov.au/safent>

3.3. Alcohol at junior venues

The Department requires PSBs and community sporting clubs to responsibly manage and reduce the risks associated with the consumption of alcohol in sport and recreation settings. It recognises the vulnerability of young people, less than 18 years of age, to alcohol-caused harm and advocates measures that lessen the risk, such as:

- no consumption of alcohol at junior sports venues;
- not overly promoting alcohol in venues where young people participate;
- educating youth as to the risks of alcohol to health and performance;
- practising the legal requirements for the responsible service of alcohol; and
- opposing the direct targeting of young people in the marketing of alcohol products.

SRSI will:

- ✓ EDU - Fund the Alcohol and Drug Foundation to deliver *Good Sports* education and certification of the Alcohol Management Policy to NT sporting clubs.
- ✓ ENG - Promote *Good Sports* programs and regional visits through the CSO and Sport Integrity networks.

PSBs will:

- ✓ LP - Display their current Alcohol Management Policy on their website.⁶
- ✓ EDU - 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.

⁴ Appendix C, Peak Sporting Body Grant Program Guidelines 2019-2024, Northern Territory Government

⁵ *Care and Protection of Children Act*

⁶ Appendix C, Peak Sporting Body Grant Program Guidelines 2019-2024, Northern Territory Government

3.4. Improper use of drugs and medicines

3.4.1. Illicit drugs

The availability and the prevalence of the use of illegal drugs is a wider community health issue as well as a physical and mental health risk for individuals. Sport seeks to deter the use, possession, trafficking of drugs (or psychoactive substances) and any behaviour that advocates, condones, or encourages the involvement in, or the use of, illegal drugs.

The use of illegal drugs has a significant impact on the culture of sporting environments and the behaviour of individuals. Such use also brings individuals and sports into disrepute and does not provide a positive example for members of the community that view our athletes as role models, or sport as a safe family environment.

SRSI will:

- ✓ ENG - Pass intelligence and specific reports of illicit drug use and supply in Territory sport (Sport Integrity Survey included) to NT Police and the PSB.
- ✓ EDU - Fund Sports Medicine Australia to deliver face-to-face Drugs in NT Sport education sessions to their junior cohort and their parents in local clubs.
- ✓ EDU - Fund the Good Sports “Tackling Illegal Drugs” program through the Alcohol and Drug Foundation.
- ✓ EDU - Promote learning opportunities using the SIA suite of online education courses, and the online Sport Integrity Toolkit.
- ✓ EDU - Promote the SIA suite of online education courses as part of the NT Sport Integrity Network agenda and the SRSI online Sport Integrity Toolkit.

PSBs will:

- ✓ LP - Display a current SIA-approved Anti-Doping Policy on their website.⁷
- ✓ EDU - Implement their policy through a variety of methods listed above to educate their participant base and members to avoid the improper use of drugs and medicines.

3.4.2. Performance enhancing drugs (doping)

Under the World Anti-Doping Code there are eleven possible Anti-Doping Rule Violations. Seven apply to Athletes, Support Personnel and Other Non-Participants and four apply to athletes only. Sport Integrity Australia can receive information that relates to doping in sport. This includes through the confidential reporting scheme, where individuals can submit information anonymously to SIA at:

<https://www.sportintegrity.gov.au/contact-us/make-an-integrity-complaint-or-report>

SRSI will:

- ✓ ENG - Pass intelligence and specific reports of doping activity to SIA and the PSB.
- ✓ EDU - Fund Sports Medicine Australia to deliver face-to-face Drugs in NT Sport education sessions to their junior cohort and their parents in local clubs.
- ✓ EDU - Promote learning opportunities using the SIA suite of online education courses through the online Sport Integrity Network agenda and the online Sport Integrity Toolkit.

⁷ Appendix C, Peak Sporting Body Grant Program Guidelines 2019-2024, Northern Territory Government

PSBs will:

- ✓ LP - Display a current SIA approved Anti-Doping Policy on their website.⁸
- ✓ EDU - Implement their policy through a variety of methods listed above to educate their participant base and members to avoid the improper use of drugs and medicines.
- ✓ EDU - Communicate and promote the SIA suite of anti-doping online education courses available to affiliates/members. (Clean Sport 101 and Anti-doping fundamentals course).

3.5. Complaint handling

Each PSB is required to have an active Complaints, Disputes and Discipline Policy and a Code of Conduct.⁹

National Integrity Managers are now seeking to be the primary triage point for complaints. They now work to decide how and through what avenue complaints will get attended to. This could be through the local sport association, the PSB, the NSO, SIA, or the National Sports Tribunal (NST).

Each sport's 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.

SRSI will:

- ✓ LP - Work with PSBs to progressively adopt the updated Complaints, Disputes and Discipline Policy, as negotiated between the NSO and SIA.
- ✓ ENG - Invite speakers from the NST, SIA and Play By The Rules to explain national complaints processes, as part of the NT Sport Integrity Network meeting agenda.

PSBs will:

- ✓ LP - Display their Complaints, Disputes and Discipline Policy on their website and include in board induction processes.¹⁰
- ✓ LP - Place the details and contact links to the sport's National Integrity Manager and Complaints Officers on their website.
- ✓ ENG - Work closely with their NSO Integrity Managers, Complaints Officers and MPIOs to resolve complaints in accordance with their Complaints, Disputes and Discipline Policy.

3.6. Corrupt sports betting

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

SRSI will:

- ✓ LP - Monitor all PSBs requirement to have active Anti-match fixing and Anti-corruption policies displayed on their website, if required under the sport's National Policy on Match-Fixing in Sport.

PSBs

will:

LP - Implement 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.¹¹

⁸ Appendix C, Peak Sporting Body Grant Program Guidelines 2019-2024, Northern Territory Government

⁹ Appendix C, Peak Sporting Body Grant Program Guidelines 2019-2024, Northern Territory Government

¹⁰ Appendix C, Peak Sporting Body Grant Program Guidelines 2019-2024, Northern Territory Government

¹¹ Appendix C, Peak Sporting Body Grant Program Guidelines 2019-2024, Northern Territory Government

3.7. Social media

Building a culture of online safety means identifying online risks and implementing strategies that involve managers, officials, participants, parents/carers, coaches and volunteers. All PSBs are required to have policies and processes in place for:

- Social media use; code of conduct and complaint reporting of prohibited conduct; and
- taking, storing and sharing photos/videos and reporting online safety incidents.

SRSI will:

- ✓ EDU - Provide opportunities for eSafety Commissioner engagement staff to inform PSBs through the NT Sport Integrity Network meetings.
- ✓ EDU - Provide links to the eSafety Commissioner website on the NT Sport Integrity Toolkit for complaints.

PSBs will:

- ✓ LP - Display their Social Media Policy on their website.¹²
- ✓ ENG - Provide links to the eSafety Commissioner website for member support and complaint handling.
- ✓ EDU - Encourage members to complete online eSafety training for sporting organisations and clubs at: <https://www.esafety.gov.au/educators/corporate-community-education/sporting-organisations-clubs>

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 representatives from PSBs and CSOs to collectively build knowledge of integrity issues, jointly address integrity threats and coordinate educational messages and responses.

SRSI will:

- ✓ EDU - Convene quarterly NT Sport Integrity Network meetings in accordance with the Terms of Reference and collectively build knowledge of integrity issues, jointly address integrity threats and coordinate educational messages and responses.
- ✓ ENG - Hold individual meetings with PSBs to provide an assessment of each sport's policy framework, joint identification of prevalent integrity threats, identify measures that are currently in place and which capabilities need further support.
- ✓ ENG - Respond to directions to visit key regional Territory centres and meet with CSOs to conduct community sport integrity forums and engage with local sport stakeholders to address local sport integrity issues.
- ✓ ENG - Represent the NT at Australian Jurisdictional Sport Integrity Network meetings and report back and share information with the NT Sport Integrity Network.
- ✓ EDU - Provide ongoing support and resources to CSOs via online conference video links, phone, email and face to face.

¹² Appendix C, Peak Sporting Body Grant Program Guidelines 2019-2024, Northern Territory Government

PSBs will:

- ✓ ENG - Participate in Department-organised integrity activities at least three times per annum.¹³
- ✓ ENG - Meet with the Department’s Sport Integrity and Inclusion Officer to co-identify prevalent integrity threats, the measures currently employed to mitigate them and which capabilities need further support.¹⁴

3.9. Online Sport Integrity toolkit

The NT Government online Sport Integrity Toolkit provides specific information about integrity issues to 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>

SRSI will:

- ✓ ENG - Continually update the website with current sport integrity information and provide a calendar of events as a planning tool for all NT sporting organisations.

PSBs will:

ENG - Place links to the NTG Sport Integrity Toolkit on the PSB 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 consultation, collaboration and capacity building. The Department will objectively report the performance of programs delivered to the sporting sector to address sports integrity threats, and to drive clean, safe and ethical conduct in sport across the Territory.

Sport Integrity Areas	Measure	Methodology
<ul style="list-style-type: none"> ➤ Member Protection ➤ Child Safeguarding ➤ Complaint Handling ➤ Alcohol at Junior Venues ➤ Improper use of Drugs and Performance Enhancements ➤ Competition Manipulation and Sports Gambling ➤ Social Media 	<p>Presence of nominated policies on PSB websites as per grant funding guidelines.</p> <p>Presence of MPIO contact mechanism on PSB websites.</p> <p>Number of registered MPIOs within PSBs.</p> <p>Number of Sports Medicine Australia’s “Drugs in Sport” sessions delivered to PSBs.</p> <p>Number of NT sport clubs engaged with the Good Sports Tackling Illegal Drugs and Alcohol Programs.</p>	<p>Desktop audit of presence of nominated policies on PSB websites.</p> <p>Report from Play By The Rules of registered MPIOs per PSB.</p> <p>Report from Sports Medicine Australia of delivery of face-to-face Drugs in Sport sessions.</p> <p>Report from Good Sports of sport clubs engaged with the Tackling Illegal Drugs and Alcohol Programs.</p> <p>Departmental Minister’s report and analysis of quantitative data and longitudinal trends across NT Sport Integrity Surveys.</p>

¹³ Page 2, Peak Sporting Body Grant Program Guidelines 2019-2024, Northern Territory Government

¹⁴ Page 2, Peak Sporting Body Grant program Guidelines 2019-2024

<p>➤ Online Sport Integrity Toolkit</p>	<p>Visible updates on the Toolkit. Visible links from PSBs' websites to the Toolkit.</p>	<p>Desktop audit of PSBs inclusion of the Sport Integrity Toolkit links on their websites.</p>
<p>➤ NT Sport Integrity Network</p>	<p>Attendance and engagement of PSB representatives at NT Sport Integrity Network meetings. Actions and minutes from individual PSB meetings. Engagements with CSOs, regional councils and regional PSB members and affiliates.</p>	<p>Department CEO reports of attendance and distributed actions from NT Sport Integrity Network meetings. Record of individual PSB meeting minutes. Record of engagements with CSOs, regional councils and regional PSB members and affiliates.</p>

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