



# Sport NZ Disability Plan Progress Report

2019 - 2024



**SPORT  
NEW ZEALAND  
IHI AOTEAROA**

**Te Kāwanatanga o Aotearoa  
New Zealand Government**



# Introduction

Launched in 2019, Sport NZ's [Disability Plan](#) sought to enhance the wellbeing of disabled New Zealanders by addressing inequities in play, active recreation and sport. It aimed to improve the range and quality of physical activity opportunities available for disabled tamariki and rangatahi, and to influence sustainable, long-term shifts in the play, active recreation and sport sector.

The Disability Plan included ten commitments from Sport NZ centred on three strategic priorities: working in partnership, investing to create better quality experiences, and building system-wide capability.

The report has two sections:

## 1. Actions we've taken

The key actions Sport NZ has taken to enable the sector to positively impact the quality of play, active recreation and sport opportunities and experiences for disabled tamariki and rangatahi.

## 2. Outcomes we're seeing

The progress we've collectively made against outcomes in the Outcomes Framework. This section includes an update on specific areas we aimed to improve through the Disability Plan using data gathered from Active NZ, Voice of Rangatahi, Voice of Participant and other surveys.

**"As a sector, we should be incredibly proud of the strides made through Sport NZ's disability plan over the past few years. The increased inclusion and accessibility in sports and recreation have significantly improved the lives of many individuals with disabilities. This plan has been a great start, showcasing the collaborative efforts and dedication to fostering an inclusive environment."**

Tom Smith  
Chief Executive, Halberg Foundation

It is important to recognise that many of the actions taken by Sport NZ and the sector may not yet have resulted in immediate impacts on participation rates in surveys and other measures of progress. System and behaviour change take time and collective efforts must continue to create positive impacts on our intended outcomes into the future.

We're committed to further improving the participation of disabled tamariki and rangatahi through Sport NZ's 2024–2028 Strategy. The information gathered through this report, alongside other engagements with the sector, will inform the disability priorities of the current strategic cycle.





# Actions we've taken

This section highlights the key actions Sport NZ has taken to enable the sector to positively impact the quality of play, active recreation and sport opportunities and experiences for disabled tamariki and rangatahi.





# Actions we've taken

## Priority 1 Partnerships



Historically the number of opportunities for disabled tamariki and rangatahi have been limited compared with those for their non-disabled peers. Although some collaborative efforts between sector organisations already existed, there was an opportunity to increase and strengthen partnerships to address inequities in play, active recreation and sport.

Over the past four years there has been a significant change in the sector with an influx of organisations becoming involved in or influencing the provision of participation opportunities for disabled tamariki and rangatahi. This has been reflected in regional and national organisations increasing their capacity and capability to provide inclusive opportunities as well as positive outcomes having been achieved as a result of organisations collaborating and working together.

### Highlights

In the 2021-2024 period, Sport NZ:

1. Partnered and invested in 15 Regional Disability Organisations and seven National Disability Sport Organisations over the 2021-2024 period.
2. Partnered with 16 regional and national organisations to deliver new initiatives and programmes through the Disability Inclusion Fund.
3. Continued to partner with and invest in National Disability Organisations (the Halberg Foundation, Special Olympics New Zealand, and Paralympics New Zealand) to increase and enhance opportunities for disabled tamariki and rangatahi to be active.

## Impact

Examples that reflect the impact of partnerships include:

### Regional delivery collaborations

School Sport Canterbury's programme, run in partnership with Bowls Canterbury, Papanui Club, Christchurch Pétanque, Special Olympics, the Halberg Foundation, Boccia NZ and School Sport Canterbury provides a collaborative approach to providing inclusive sport.

### National collaboration

Canoe Racing NZ, through their Disability Inclusion Fund (DIF) project, have been working with the Halberg Foundation to create resources aimed to improve coaches' knowledge, understanding and confidence about inclusion.

### Paralympics NZ Regional Para Sport Pilots

In partnership with National Sports Organisations (NSOs) and regional disability organisations, regional para sport pilots have been delivered across the motu, creating new opportunities for disabled tamariki and rangatahi to experience para sport, as well as increasing regional and local capability and capacity to deliver para sport.

**“ Early on in our project we partnered with the Halberg Foundation as they have a really good understanding of supporting disabled people. With their support we were able to develop and deliver quality Disability Inclusion Education to our paddling community through our PaddleAble Project. ”**

Aaron Osborne  
Project Manager, Canoe Racing NZ

## Priority 2

# Investment



Through Sport NZ's Disability Plan, investment has been made into a broad range of regional and national disability organisations as well as providers of sport, recreation and play through the following channels:

1. Direct Disability Investment
2. Disability Inclusion Fund
3. Programmes and Funds (such as [Tū Manawa Active Aotearoa, Strengthen and Adapt](#) and the Sport Development Leverage Fund)

A wide range of organisations have received investment for targeted initiatives that aimed to improve the outcomes for disabled tamariki and rangatahi.

### Highlights

In the 2021-2024 period, Sport NZ:

1. Invested \$2.1m into 15 Regional Disability Organisations and seven National Disability Sport Organisations.
2. Invested \$3.6m into the sector through the [Disability Inclusion Fund](#) for 16 three-year long projects.
3. Leveraged over \$20m from the Tū Manawa Active Aotearoa fund, Strengthen & Adapt, and the Sport Development Leverage fund to support a wide range of disability initiatives and programmes.

Nigel Finnerty  
Board Representative, Inclusive Activity Murihiku

## Impact

Examples that reflect the impact of projects led by the sector with Sport NZ's investment:

### Play Lab in Otago

Funded through the Disability Inclusion Fund, Sport Otago has been working with schools and teachers, using play as a vehicle to teach the New Zealand Curriculum to disabled tamariki and rangatahi. [This intervention](#) has proven to be a successful pedagogical approach to increasing students' engagement in learning, as well as achievement.

### Duke of Edinburgh Award

Funded through the Tū Manawa Active Aotearoa fund, [this programme](#) supported a group of neurodivergent young women (16-19 years old) from Wellington East Girls' College to increase their skills, confidence and independence in outdoor recreation. The programme created and enabled new opportunities for many of the rangatahi involved, such as river swimming and overnight camping, in a safe and inclusive environment.

### iAM Games

Funded through Direct Disability Investment, Inclusive Activity Murihiku (iAM) designed and delivered a two-day festival of fun for disabled tamariki and rangatahi in Southland to experience a range of adapted sports, active reaction activities and venues around the city. With activities such as modified cricket, archery tag, and indoor climbing, it was the first event of its kind in Southland that was fully inclusive of disabled people, and will continue to be delivered annually in partnership with Active Southland and local sport and recreation organisations.

**“ These outdoor opportunities have resulted in increased confidence in our students, greater engagement in school and in physical activities, and resulted in both them and their whānau having a much larger view of their capabilities and perspective. In short, these opportunities have been life changing. ”**

Leonie King  
Duke of Edinburgh Award Unit Leader

**“ The iAM Games made possible with the support of local funders and Sport New Zealand Disability Investment was a resounding success. It addressed a significant gap in the sport and active recreation landscape in Southland. The overwhelmingly positive response from participants and their families underscores the importance of such events in our community. ”**

## Priority 3 Capability



A capable workforce that understands the needs of disabled tamariki and rangatahi and how to cater for them are critical enablers of quality play, active recreation and sport opportunities.

Over the last four years, Sport NZ and sector organisations have led a range of initiatives focused on facilitating learning and development opportunities for people across the play, active recreation and sport sector. These initiatives were designed to support a coherent and connected community of practice for the play, active recreation and sport sector, with a focus on the inclusion of disabled tamariki and rangatahi.

### Highlights

In the 2021–2024 period, Sport NZ:

1. Hosted an annual Disability Hui (in 2022 and 2023) with over 200 attendees and bi-monthly Disability Sector Virtual Connects to provide a platform for sharing good practice, facilitating learning and development and fostering collaboration across the sector.
2. Launched the Inclusivity Hub, with a dedicated section on disability, to provide guidance for our partner organisations in creating inclusive practice, operations and systems.
3. Offered scholarships for 21 sector practitioners to attend the 2023 International Symposium of Adaptive Physical Activity (ISAPA) to share evidence-based insights, foster collaboration and explore international best practices.

## Impact

Examples that reflect the impact of Sport NZ's capability building efforts:

### Active's Inclusion Training Programme

Since 2022, Aktive has been running their Inclusion Training Programme (ITP) with CLM Community Sport, Harbour Sport, Sport Auckland, and Sport Waitakere. The programme has led to an increase in inclusive practices across Auckland and improved workforce capability to support adaptive programmes. There has also been an increase in intentional collaboration and co-design between the Auckland RSTs and disability sport and recreation providers to deliver adaptive events across the region, which was not evident before the training.

### Inclusivity Hub

The [Inclusivity Hub](#) provides a range of resources that support the sector to provide inclusive opportunities for disabled people. Following its launch, the Hub was one of the top three most popular pages on the Sport NZ website, and the disability section remains among the pages with the highest engagement rates.

### University of Waikato partnership

A three-year strategic partnership between Sport NZ and University of Waikato was established to provide a framework for supporting inclusive coaching practices and to develop disability coach education resources.

**"...the Inclusion Training Programme has built confidence, capability, and knowledge, resulting in increased inclusive practices across Auckland, improved workforce capability to support and embed adaptive programmes into varied workstreams, and greater intentional collaboration and co-design with disability sport and recreation providers to deliver adaptive events across the region."**

Jennah Wootten,  
Chief Executive, Aktive

# Sport NZ Commitments

Commitment	Actions
<p><b>1</b> Ensure an inclusive approach to strategy, policy, marketing and communications, and resource development within Sport NZ and our partner organisations.</p>	<ul style="list-style-type: none"> <li>Disabled tamariki and rangatahi reflected as a priority population in Sport NZ's 2020-24 and 2024-28 Strategic Plans.</li> <li>Signed Ministry for Social Development's Accessibility Charter and created the <a href="#">Accessibility Hub</a> with sector guidance and resources on providing accessible information and events.</li> </ul>
<p><b>2</b> Be an advocate for policies and programmes that support disabled tamariki and rangatahi to be actively engaged in play, active recreation and sport.</p>	<ul style="list-style-type: none"> <li>Demonstrated leadership by hosting annual sector hui focused on sharing best practice, collaboration and improving outcomes for disabled tamariki and rangatahi.</li> <li>Disabled tamariki and rangatahi have been identified as a priority group for the Tū Manawa Active Aotearoa Fund.</li> <li>Invested COVID recovery funds to support National Disability Organisations (NDOs) to strengthen and adapt their organisations for the future.</li> </ul>
<p><b>3</b> Leverage existing cross-government (local and national) relationships to promote the value of participation in play, active recreation and sport and influence government policy across disability, health, education and social welfare.</p>	<ul style="list-style-type: none"> <li>Worked alongside Whaikaha - Ministry of Disabled People, Ministry of Education and Ministry of Health to maximise outcomes in our respective disability plans and advocate for equitable change cross-government.</li> <li>Developed an engagement plan to influence and collaborate with key government agencies around relevant issues related to disability.</li> </ul>
<p><b>4</b> Understand and articulate the roles and responsibilities of different agencies working across disability play, active recreation and sport. Highlight the gaps, identify potential partners and create a clear participant road map for disabled tamariki and rangatahi.</p>	<ul style="list-style-type: none"> <li>Initial sector mapping work undertaken in 2020 to gain a better understanding of the play, active recreation and sport system and the opportunities that exist to better support disabled people to be active. This helped inform initiatives and investments, such as the Disability Inclusion Fund.</li> </ul>
<p><b>5</b> Gather and share insights, data and case studies to inform better decision making.</p>	<ul style="list-style-type: none"> <li>Additional questions regarding the participation of disabled tamariki and rangatahi have been included in the Active NZ, Voice of Participant and Voice of Rangatahi surveys.</li> <li>The provision of sport for disabled people was a key focus of the 2023 National Sport Club Survey with additional questions added to better understand disabled people's experiences.</li> <li>Sport NZ staff joined Whaikaha's Disability Data and Evidence Community of Practice.</li> <li>Developed the Inclusivity Hub to support the sector's knowledge and capability on diversity, equity and inclusion, with a comprehensive section on Disability.</li> </ul>

## Commitment

## Actions

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| <p><b>6</b> Recruit a Disability Consultant to lead the delivery of the Sport NZ Disability Plan.</p> | <ul style="list-style-type: none"> <li>• Sport NZ established two dedicated permanent roles to lead the implementation of the Disability Plan.</li> </ul> |
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| <p><b>7</b> Invest in partnerships, funds and programmes supporting disabled tamariki and rangatahi.</p> | <ul style="list-style-type: none"> <li>• Invested \$2.1m into disability initiatives led by 15 regional disability organisations and seven national disability sports organisations, representing a 261% per annum increase and new investment into four regions.</li> <li>• Invested \$3.6m into disability initiatives led by 16 national and regional organisations as part of the Disability Inclusion Fund.</li> <li>• Invested over \$2.4m into Paralympics NZ, the Halberg Foundation and Basketball NZ through the National Partner Strengthen and Adapt Programme.</li> <li>• Over \$17m of Tū Manawa Active Aotearoa funding allocated to local and regional providers for projects with a focus on disabled tamariki and rangatahi.</li> <li>• Invested \$73k into sports organisations through the Sport Development Leverage Fund for projects targeted to disabled rangatahi.</li> </ul> |
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| <p><b>8</b> Advocate for well-designed, inclusive and fit for purpose facilities, accessible parks, playgrounds and open spaces.</p> | <ul style="list-style-type: none"> <li>• Sport NZ's Spaces and Places frameworks and guides advocate for accessibility, inclusion and universal design.</li> <li>• Advocated for Regional Spaces and Places plans and strategies to reference accessibility and universal design.</li> </ul> |
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| <p><b>9</b> Provide training to support the development of a skilled and confident workforce that enables play, active recreation and sport for tamariki and rangatahi with a range of impairments.</p> | <ul style="list-style-type: none"> <li>• Three-year strategic partnership between Sport NZ and University of Waikato to develop a framework for supporting inclusive coaching practices and developing disability coach education resources.</li> <li>• Sport NZ led and facilitated in-person and online learning, development and networking opportunities for practitioners.</li> <li>• Provided \$30k in scholarships to support 21 practitioners from across the sector to attend the 2023 International Symposium of Adapted Physical Activity in Dunedin.</li> </ul> |
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| <p><b>10</b> Support play, active recreation and sport partners to reach and engage less active disabled people in quality experiences.</p> | <ul style="list-style-type: none"> <li>• Sport NZ investment and strategic plans include a specific focus on initiatives supporting disabled tamariki and rangatahi to be active through quality play, active recreation and sport activities of their choice.</li> </ul> |
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Photo credit: dSport



# Outcomes we're seeing

This section shows the progress the play, active recreation and sport sector has collectively made against outcomes in the Outcomes Framework (See Appendix 1). It measures the specific areas we aimed to improve through the Disability Plan using data gathered from Active NZ, Voice of Rangatahi, Voice of Participant and other surveys.<sup>1</sup>

The foundation of the Outcomes Framework is the socio-ecological model, which outlines the levers Sport NZ can pull to affect change and improve outcomes for disabled people in play, active recreation and sport. The Outcomes Framework includes Sport NZ's long and intermediate term outcomes, which are aligned to the New Zealand Disability Strategy.

<sup>1</sup> The Washington Group Short Set of validated questions has been applied to all surveys to identify disabled people (those who responded to questions across six domains of disability with 'at least a lot of difficulty' - D3).

## Where are we at?

# Intermediate term outcomes

This section shows the impact made against the intermediate outcomes in the Disability Plan. The data below was gathered through Active NZ, Voice of Rangatahi, and Voice of Participant, AUT National Sport Clubs and Sport NZ's partner confidence surveys.

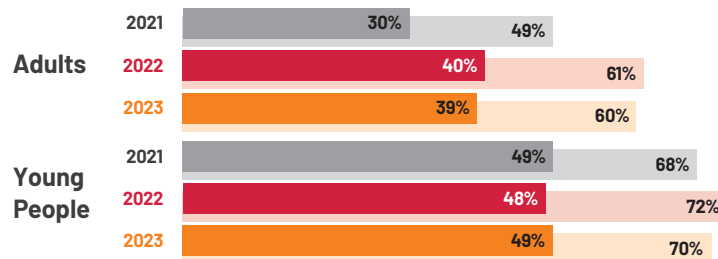
## Individual factors

### Improved confidence and competence to participate in physical activity

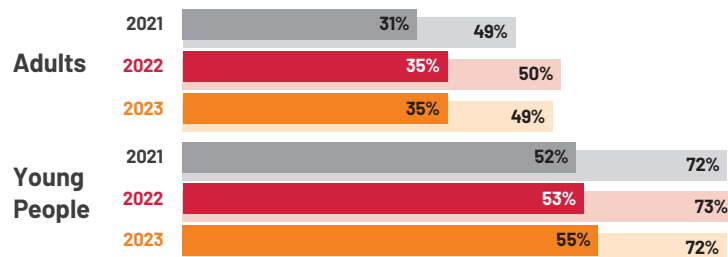
Overall, disabled people are much less likely to be confident, consider themselves to be good at physical activity or have the motivation to be physically active than non-disabled people, with confidence being the indicator that shows the largest gap. Disabled adults have seen improvements in all indicators from 2021 to 2023 – this mirrors the improvements seen for non-disabled people.

### Overall experience

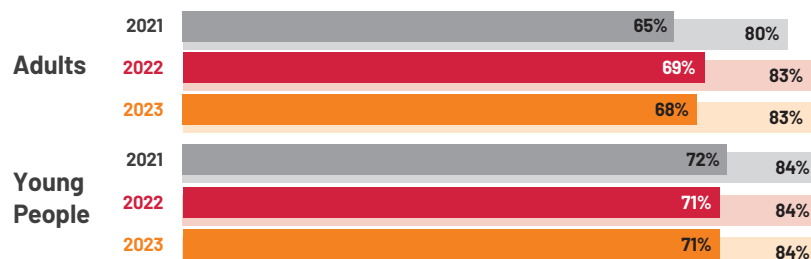
#### I feel confident to take part in lots of physical activities



#### I'm good at lots of different physical activities



#### I want to take part in physical activities



#### Appetite to increase participation



Source: Active NZ

■ Disabled ■ Non-disabled

The results are significantly lower for disabled people than non-disabled people for all variables, except for those with \*





### School experience - Rangatahi (aged 12-18)

In a secondary school setting, disabled rangatahi are much less likely to be confident or consider themselves to be good at physical activity. While the gap with non-disabled rangatahi has closed very slightly, this still represents a large difference between the two groups.

**I am confident to take part in lots of different physical activities (agree a little, agree a lot)**



**I am good at lots of different physical activities**



Source: Voice of Rangatahi

■ Disabled ■ Non-disabled

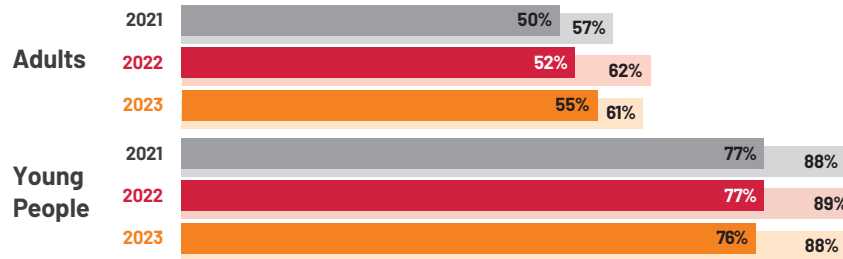
Results are not tested for significant differences.

## Personal relationships

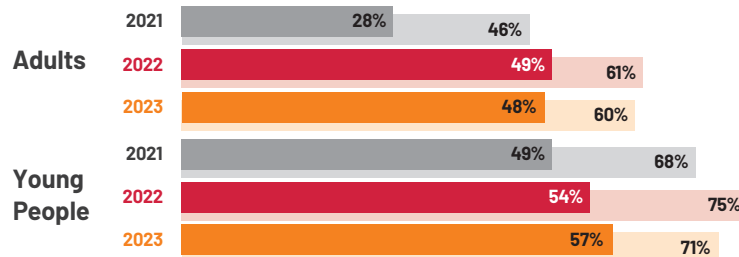
### Improved support for disabled people to participate in physical activity by those around them

Disabled people feel less encouraged and supported to participate in physical activity compared to non-disabled people. While there have been improvements seen in disabled adults from 2021 to 2023, this mirrors the increases in non-disabled people. However, there has been a greater increase in the number of disabled young people who feel they have the support in their community to do the activities they want compared to non-disabled young people.

**People in my life encourage me to be physically active**



**I have the support in my community to do the physical activities I want**



Source: Active NZ

■ Disabled ■ Non-disabled

The results are significantly lower for disabled people than non-disabled people for all variables





## Social and cultural norms

### Improved organisational knowledge and skills necessary to include disabled people

Regional sport clubs are making progress towards improving capability to cater for disabled people, but more work is needed to ensure inclusion at all levels – from coaching and delivery to strategy and governance.

Only around a third of community sport clubs in New Zealand are fairly or completely confident that their leaders and deliverers are able to meet the needs of disabled people. And only 14% of clubs say it is 'essential' or a 'priority' to enhance opportunities for disabled people in their community, with most boards discussing matters related to disability sport 'rarely' or 'not at all'.

# 34%

of clubs are 'fairly' or 'completely' confident that their leaders and deliverers are able to meet the needs of disabled people.

# 68%

of club boards discuss matters related to disability sport 'rarely' or 'not at all'.

# 14%



of clubs say it is 'essential' or a 'priority' to enhance opportunities for disabled people in their community.

Source: AUT National Sport Club Survey 2023

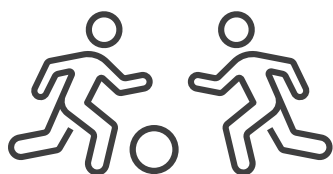
### Improved provision of quality opportunities to be physically active for disabled people

The majority of clubs say they provide opportunities for disabled people to engage alongside non-disabled people (such as partnering with non-disabled 'buddies' and creating teams selected based on ability not disability). And around half of clubs have taken steps to include disabled people in their club (such as offering specialised and/or adapted equipment, accessible club facilities, tailored events and/or programmes, upskilling coaches).

However, 60% of clubs say they have barriers for disabled people to participate in their clubs that need addressing.

# 78%

of clubs say they provide opportunities for disabled people to engage alongside non-disabled people.



# 29%

of clubs ask members about physical or intellectual impairments.



# 60%



of clubs say they have barriers that need addressing for disabled people.

Some ways clubs are addressing barriers include:

- Building community
- Providing new and/or adapted equipment
- Providing accessible facilities
- Improving coach capabilities

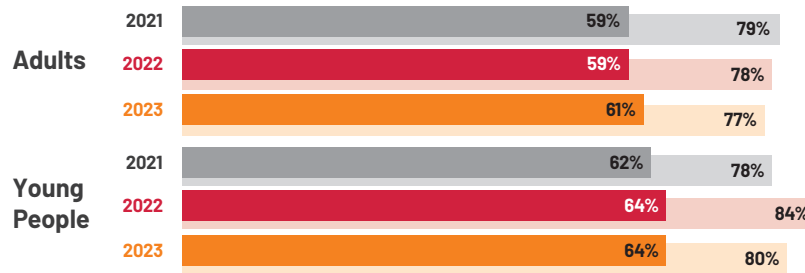
Source: AUT National Sport Club Survey 2023

## Environment

### Improved physical environments that enable disabled people to fully participate

Disabled people are less likely to have access to spaces and places to do their preferred physical activities compared to non-disabled people. There has been minimal positive change for disabled and non-disabled people (adults and young people) between 2021 and 2023.

I have access to spaces and places where I can do the physical activities I want



■ Disabled ■ Non-disabled

The results are significantly lower for disabled people than non-disabled people for all variables







Photo credit: Kirsten Simcox

## Policy

### Improved coordination between organisations providing for disabled people

Over the last four years, communication, coordination and collaboration around opportunities for disabled people (participation, leadership, capability build, resources, etc) across organisations has increased and improved.

Examples of this include but are not limited to:

- National Disability Organisations (NDOs) working group with a focus on education sector engagement
- Paralympics NZ Strengthen and Adapt projects and pilots
- Collaborative planning and delivery of participation opportunities and events between regional disability organisations and National Disability Sport Organisations (NDSOs) collaborations
- Collaboration between National Sports Organisations (NSOs) and the Halberg Foundation in the coach development space

### Improved leadership and advocacy to support disabled people to be active

Sport NZ's Partner Confidence Survey shows that Sport NZ's leadership and work in the disability space needs to continue to be an area of focus and improvement. Just over 50% of partner organisations feel Sport NZ has impacted (somewhat positive and very positive) their organisation in regards to their disability mahi. Less than half of partner organisations believe Sport NZ is effectively advocating for the inclusion of disabled tamariki and rangatahi.

#### The impact Sport NZ has had on your organisation and how it has operated over the last 12 months (disability – somewhat positive and very positive)



#### Advocating effectively for the inclusion of disabled tamariki and rangatahi in play, active recreation and sport



# Long term outcomes

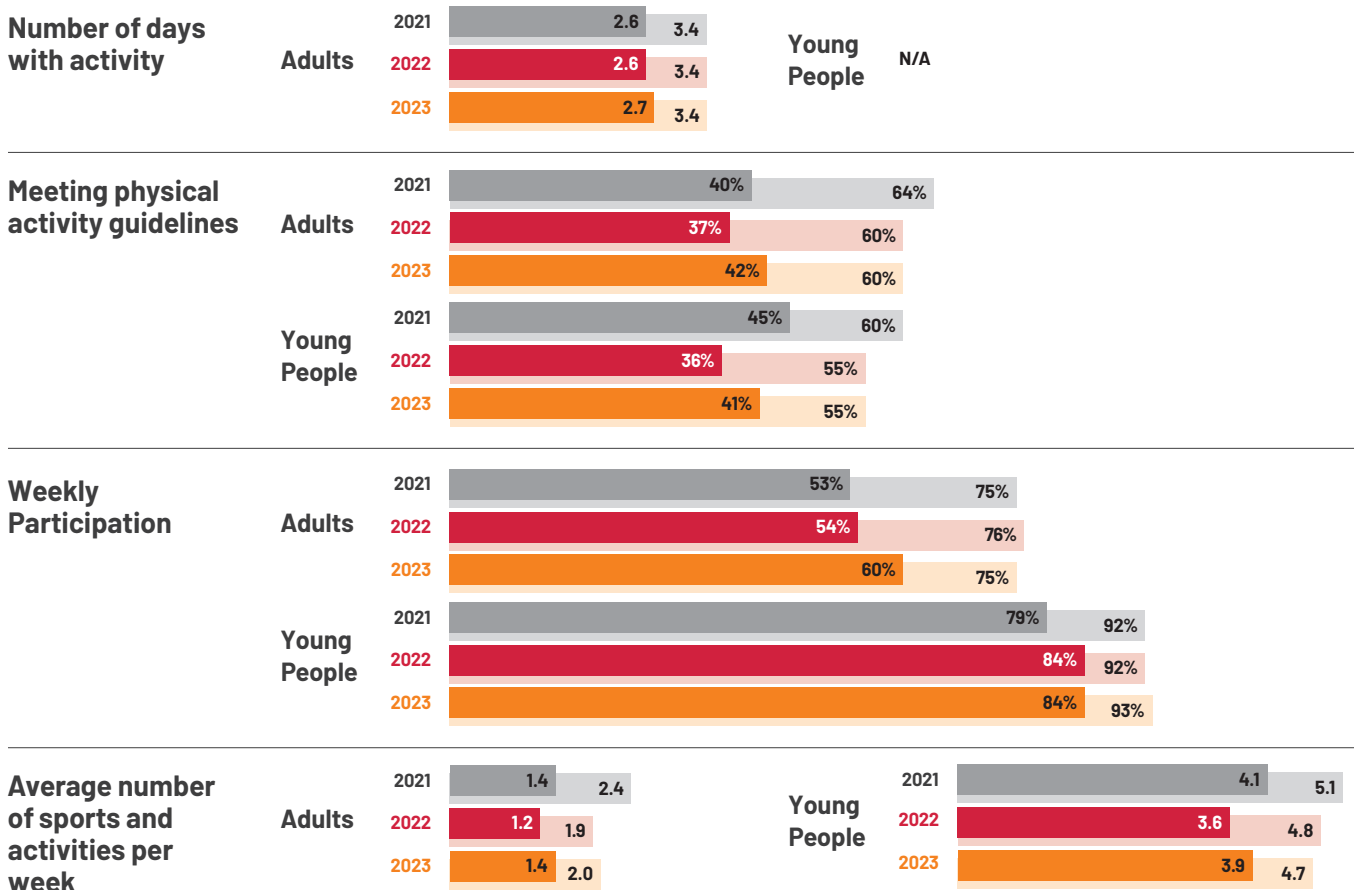
This section outlines progress made towards achieving the long term outcomes in the Disability Plan. The data below has been gathered from the Active NZ, Voice of Participant, Voice of Rangatahi and the DEI Sector Workforce surveys.

## Physical activity

### Improved frequency, intensity, time and type of physical activity for disabled people

Disabled people have lower levels of participation and spend less time being active than the overall population. Less than half of disabled people meet the current physical activity guidelines<sup>2</sup>.

However, from 2021 to 2023, activity levels of disabled people have stabilised or have improved which has resulted in physical activity levels more similar to non-disabled people (which have remained stable or decreased). This is particularly evident in adults where, for example, weekly participation has increased by 7% since 2021, whilst there was no change for non-disabled adults.



Source: Active NZ

■ Disabled ■ Non-disabled

The results are significantly lower for disabled people than non-disabled people for all variables

<sup>2</sup> Physical activity guidelines: young people 420-plus minutes per week. Adults 150-plus minutes per week.



## Experience

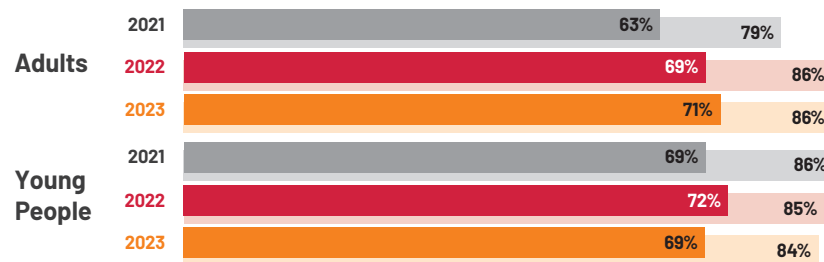
### Improved experience of participants, supporters, volunteers and workforce for disabled people

Across different settings, disabled people have a less positive experience in physical activity than their non-disabled peers. In some instances this gap has widened since 2021. However, there is evidence of improved experiences for disabled people when opportunities are provided that meet their needs (e.g. adapted versions, informal activities, activities with peers).

### Overall experience

Overall, fewer disabled people enjoy being active than non-disabled people. However, there has been a significant increase in the percentage of disabled adults that enjoy being active since 2021 – this reflects the pattern for non-disabled adults. Disabled young people are less satisfied with the quality of spaces and places in 2023 compared to 2022.

#### Being active is fun



#### I am satisfied with the quality of spaces and places to be active in my community



Source: Active NZ

■ Disabled ■ Non-disabled

The results are significantly lower for disabled people than non-disabled people for all variables



## Club experience

Disabled people continue to have less positive experiences in organised sport than non-disabled people, with the gap widening since 2021 for all key metrics. This is a result of continued decreases in 'Net Promotor Score (likelihood to recommend opportunity)' and 'likelihood to rejoin' since 2021, while for non-disabled participants these remained stable. In addition, after an initial decrease from 2021 to 2022, 'overall satisfaction' and 'value for money' have remained stable, while there was a slight increase for non-disabled people.

However, disabled participants report significantly higher satisfaction when they are offered and take up adapted versions of their sport to suit their circumstances (65% compared to 60% overall satisfaction), showing this to be an effective and important aspect of club offerings.

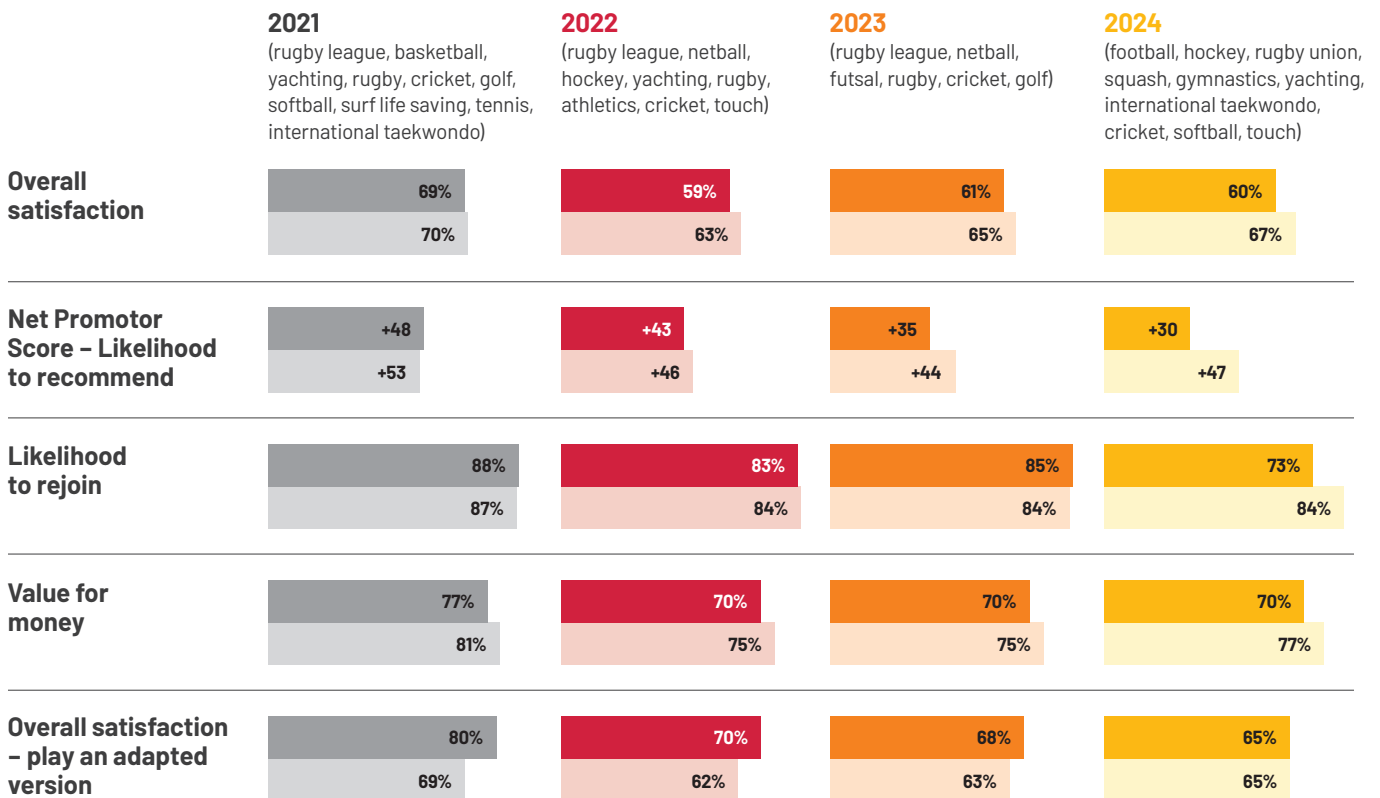
Source: Voice of Participant Survey Report 2016-2023

**“ My son has always been made to feel welcome and supported by (our) club; everyone has been patient and understanding with his additional needs and he has had a fantastic season playing his favourite sport! ”**

Parent, club member

**“ (Our) club is very supportive and adaptive to help children with different disabilities; Autism, Selective Mutism etc... There are coaches who work very well with children with additional needs and know how to keep them involved all ways possible. ”**

Parent, club member



Source: Voice of Participant

■ ■ ■ Disabled 
 ■ ■ ■ Non-disabled  
 Satisfaction represents very or extremely satisfied ('more than satisfied')

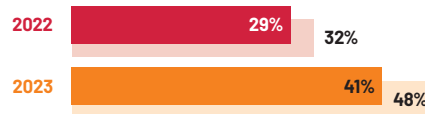




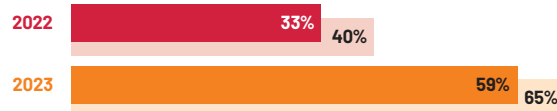
### School Experience - Rangatahi (aged 12-18)

Disabled rangatahi continue to have a less satisfactory experience of physical activity at school compared to their non-disabled peers. Although the gap is particularly evident in PE and competitive sport, and the gap widened for the PE result in 2023, the overall levels of satisfaction have improved for disabled rangatahi. The experience of disabled rangatahi when participating in clubs at school or with friends at breaks is on par with non-disabled rangatahi.

#### Satisfaction with PE



#### Satisfaction with competitive sport



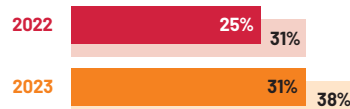
#### Satisfaction with physical activity at breaks and lunch



#### Satisfaction with organised physical activity/clubs



#### Overall satisfaction



Source: Voice of Rangatahi

■ Disabled ■ Non-disabled

Satisfaction represents very or extremely satisfied ('more than satisfied')

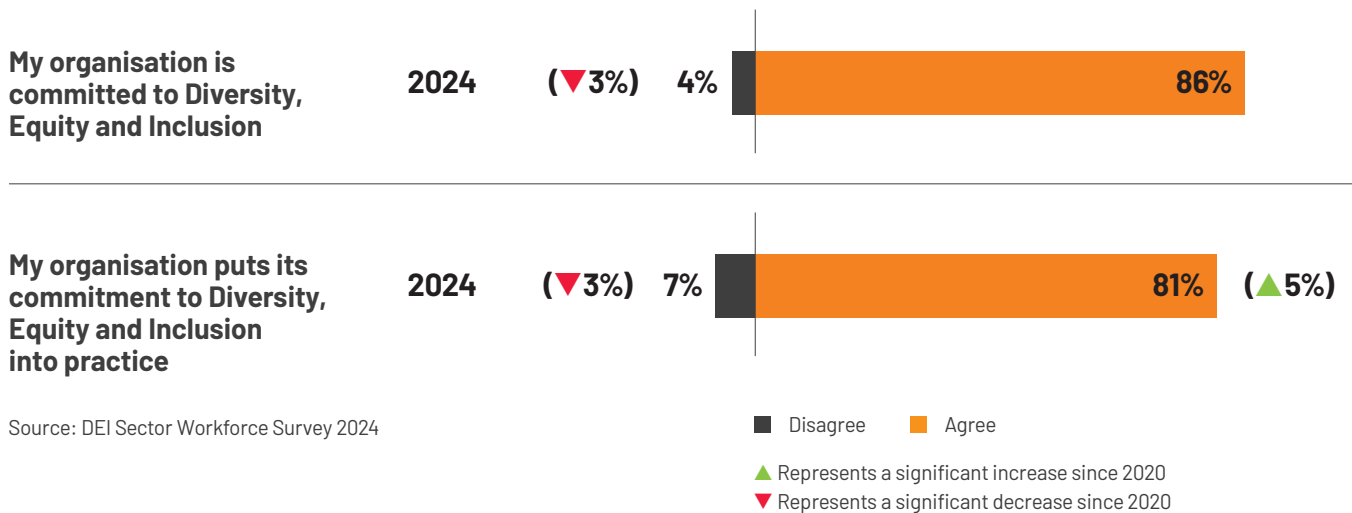
Note - the questionnaire changed in 2023, so trends should not be used for the satisfaction questions. Results are not tested for significant differences.

## System

### Improved system that is capable, diverse, trusted and reflects Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.

Disabled people represented 3.4% of the sector's workforce in 2024, a very slight increase from 2020 (2.8%). Representation in decision making roles such as governance (4.1%), Board Chairs (6.8%) and people in leadership roles (3.8%) is slightly higher than the overall workforce.

Comparing 2024 data with 2020, there has been a significant increase in the proportion of people who agree, and a significant decrease in the proportion of people who disagree, with the statement that 'My organisation puts its commitment to Diversity, Equity and Inclusion into practice'.



# Appendix 1: Outcomes Framework

For disabled people in play, active recreation and sport

## NZ Disability Strategy outcomes

<p><b>Health and Wellbeing</b></p> <p>Disabled people have the highest standards of wellbeing</p>	<p><b>Leadership</b></p> <p>Disabled people have the opportunity to demonstrate leadership</p>	<p><b>Accessibility</b></p> <p>Disabled people access places, services and information with ease and dignity</p>
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## Intermediate outcomes

<p><b>Individual factors</b></p> <p>(e.g. knowledge, confidence, motivation, competence)</p> <p>Improved:</p> <ul style="list-style-type: none"> <li>confidence and competence to participate in physical activity</li> </ul>	<p><b>Personal relationships</b></p> <p>(e.g. friends, family, whānau, teachers, coaches)</p> <p>Improved:</p> <ul style="list-style-type: none"> <li>support for disabled people to participate in physical activity by those around them</li> </ul>	<p><b>Social and cultural norms</b></p> <p>(e.g. organisational practise and culture, community structures)</p> <p>Improved:</p> <ul style="list-style-type: none"> <li>organisational knowledge and skills necessary to include disabled people</li> <li>organisational inclusive attitudes towards disabled people</li> <li>provision of quality opportunities to be active for disabled people</li> </ul>	<p><b>Physical environment</b></p> <p>(e.g. physical environment, facilities)</p> <p>Improved:</p> <ul style="list-style-type: none"> <li>physical environments that enable disabled people to fully participate</li> </ul>	<p><b>Policy</b></p> <p>(e.g. national regulations, organisational policy)</p> <p>Improved:</p> <ul style="list-style-type: none"> <li>co-ordination between organisations providing for disabled people</li> <li>leadership and advocacy to support disabled people to be active</li> </ul>
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## Long term outcomes

<p><b>Physical Activity</b></p> <p>Improved frequency, intensity, time and type of physical activity for disabled people</p>	<p><b>Experience</b></p> <p>Improved experience of participants, supporters, volunteers and workforce for disabled people</p>
<p><b>Cultural Vitality<sup>3</sup></b></p> <p>Increased variety of culturally distinctive pathways in physical activity for tangata whenua (Tū Te ihi, Tū Te Wēhi, Tū Te Wana) and all New Zealanders</p>	
<p><b>System</b></p> <p>Improved system that is capable, diverse, trusted and reflects Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation</p>	

<sup>3</sup> Unable to be measured at this time.



# Appendix 2: Disability Investment Partners

Achilles NZ  
Blind Sport NZ  
Boccia NZ  
Deaf Sport NZ  
Disability Sport and Recreation Hawkes Bay  
Disability Sport Auckland  
dsport  
Inclusive Activity Murihiku  
NZ Powerchair Football  
NZ Wheelchair Rugby  
NZ Wheelchair Tennis  
Parafed Bay of Plenty  
Parafed Canterbury  
Parafed Gisborne  
Parafed Manawatū  
Parafed Northland  
Parafed Otago  
Parafed Otago  
Parafed Taranaki  
Parafed Waikato  
Sport Tasman  
Sport Whanganui

 [See the disability organisation directory](#)

# Appendix 3:

## Disability Inclusion Fund initiatives

### Aktive:

Making Auckland The World's Most Inclusive Active City

### Athletics NZ:

Disability Inclusion Action Plan

### Basketball Hawke's Bay:

Disability and Inclusion Development Officer

### Boccia:

Inclusive, Sustainable, Progressive

### Canoe Racing NZ:

Paddle-ability

### Golf NZ:

Disability Action Plan

### Netball NZ:

No Limits Netball

### Parafed Bay of Plenty:

Positive Play Experiences for Physically Disabled Tamariki

### Parafed Northland:

Mid North Active Inclusion - Leadership and Aspirations through Play, Active Recreation and Sport

### Recreation Aotearoa:

Accessible Active Recreation

### Riding for the Disabled:

Improving Access to Play, Active Recreation, and Sport for Disabled People Nationwide via Therapeutic Horse Riding

### Sense Rugby NZ:

Sustainability Initiative

### Sport Hawke's Bay:

Disability Inclusion Initiative

### Sport Otago:

Interactive Learning and Play Lab

### Swimming NZ:

Swimming Inclusivity Plan

### YMCA Southland:

Ladders - supporting young people with safe and inclusive opportunities to recreate



[Read more about the Disability Inclusion Fund projects](#)





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