



POLICIES

JUNE 2011

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JUNIOR SPORT POLICY (JSP)

(Updated July 2004)

Position Statement

Marching New Zealand in pursuing its main object to promote, encourage, administer and control the Sport of Marching aims to establish a framework for the progressive development of Marching skills in children and young people based on the belief, that all children and young people can participate in Marching at a level appropriate to their interests and abilities as part of programmes and activities of differing levels of skill requirements and challenges in a planned and sequential manner.

Marching New Zealand as Provider -

Marching New Zealand will:

- Provide educated adult leadership which is capable of inspiring social, emotional, intellectual and physical growth.
- Present Marching to children and young people in a way which maximises participation to ensure their fun and enjoyment, security and satisfaction.
- Provide frequent opportunities for children and young people to experience personal and group achievement and success in Marching.
- Encourage children and young people to make informed decisions about their own involvement and development in Sport.
- Be aware of and promote the positive contribution Sport can make to the lives and learning of children and young people.
- Provide appropriate facilities and resources for the safe and effective delivery of Marching for children and young people.
- Encourage children and young people to respect and care for the environment, facilities and equipment.
- Cater for the varied needs of all children and young people, from beginners to the most proficient, at whatever stage they are in their Marching development. Special provision may be required for children and young people who are disadvantaged or whose participation is limited for any reason.
- Ensure that the leadership personnel that offer Marching to children and young people are given the opportunity and the encouragement to keep up to date regarding the effective delivery of Marching.

Marchers -

Marchers should:

- Enjoy Marching activities.
- Be treated with respect.
- Be given an opportunity to experience a wide range of physical activities and Sports.
- Be prepared properly for Marching.
- Participate actively at the level of their interest, maturity and ability.
- Participate according to rules and values appropriate to their level of development.
- Participate in a positive environment which is secure and healthy - physically, emotionally, socially and culturally
- Enjoy the satisfactions of achievement and belonging.
- Experience skilled, qualified and sensitive leadership through their coaches, chaperons, managers, administrators and officials.
- Use suitable good quality equipment and facilities.
- Contribute to the decisions and the leadership and decision-making roles relating to their Marching activities, where appropriate.

Administrators, Officials, Team Coaches and Chaperons -

All levels of Adult Leadership will:

- Offer positive well-informed leadership.
- Provide opportunities for all children and young people to be involved.
- Make Marching fun and enjoyable.
- Make sure every young person achieves and feels success.
- Encourage children and young people to make their own Sporting decisions.
- Promote Marching, and indeed all Sport, as being good for health and fitness.
- Provide facilities and equipment which suit the age, size and ability of participants.
- Make Marching safe for children and young people.
- Encourage young people to respect the environment, facilities and equipment.
- Offer modified and increasing skill level activities so the move to adult Marching is safe and gradual.
- Encourage children and young people to live healthy lives and to say “no” to practices which place health at risk.
- Help young Marchers keep up with academic work in conjunction with their participation in Marching.

FAIR PLAY, CONDUCT & BEHAVIOUR POLICY (FPCBP)

(Updated July 2003)

Position Statement

Marching New Zealand in pursuing its main object to promote, encourage, administer and control the Sport of Marching aims to improve the quality of life for New Zealander's wishing to participate and achieve in Marching, and regards exemplary conduct and behaviour, and the principles of fair play, as tantamount to the attainment of maximum enjoyment from participation in the Sport

Marchers

- March to enjoy the involvement.
- March by the various rules and requirements.
- Train hard for yourself and your Team.
- Co-operate with your Coach, Chaperon, Manager, Treasurer and other Marchers of your Team.
- Treat Marchers of your own and other Teams as you would like to be treated.
- Be a good sport. Congratulate the winners from other Teams.
- Respect your opponents.
- Never dispute a result or marking with a Judge or Official.

Coaches

- Coach to enjoy the involvement.
- Coach by the various rules and requirements
- Be reasonable in your demands on Marchers' time, energy and enthusiasm.
- Endeavour to balance the time given to Marchers, especially those of just average ability.
- Remember that Marchers take part to enjoy the Sport and that winning is only part of their motivation.
- Never ridicule or publicly admonish a Marcher for an error.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of your Marchers.
- The scheduling and duration of training should take into account the maturity of the Marchers.
- Develop Team respect for the ability of opponents as well as for the judgement of Judges.
- Make a personal commitment to keep yourself informed of sound coaching principles and the principles of growth and development of Marchers.
- Recognise demands on the time, energy and enthusiasm of Parents and Caregivers.

Administrators, Officials, Judges and Team Chaperons, Managers and Treasurers

- Involve as wide a cross section of the membership as possible in planning, leadership, evaluation and decision making related to the activity in question.
- Ensure that equal opportunities for participation are made available to Marchers, regardless of ability, size, shape, sex, age, disability or ethnic origin.
- Equipment and facilities must be safe and appropriate to the ability level of participating Marchers.
- Rules, requirements, equipment, lengths of competitive and non-competitive activity and training schedules should take into consideration the age, ability and maturity level of the participating Marchers.
- Ensure that adequate and appropriate supervision is provided by Coaches and Chaperons capable of developing appropriate sports behaviour and skill technique.
- Downplay the importance of rewards such as medals, and encourage the Marcher's participation to be primarily for enjoyment and personal achievements.
- Avoid programmes to become primarily spectator entertainment. Focus on the needs of the participants rather than the enjoyment of spectators.
- Provide seminars and workshops aimed at improving the standards of coaching and judging, with the emphasis on appropriate sports behaviour and skill technique.
- Ensure that parents, coaches, chaperons, managers, treasurers, sponsors, administrators, officials, judges and marchers understand their responsibilities regarding fair play in Marching.

- Modify rules and requirements to match the skill level of Marchers and their needs.
- Compliment all Marchers and their Teams on their efforts.
- Be consistent, objective and courteous in calling all infractions.
- Promote fair play and appropriate sports behaviours.
- Use common sense to ensure that the “spirit of Marching” for Marchers is not lost, by overcalling violations.
- Publicly encourage rule and requirements changes which will reinforce the principles of participation for fun and enjoyment.
- Ensure that behaviour is consistent with the principles of good sportsmanship, both on and off the field.
- Make personal commitment to keep yourself informed of sound officiating principles and the principles of growth and development of Marchers, both in a physical and psychological sense.

Supporters

- Give Marchers and their Teams, positive support.
- Accept Officials decisions
- Condemn ugly behaviour, and the breaking of rules.
- Respect the opposition and their supporters.
- Enjoy each Championship and Competition for that is what Sport is all about.

Disciplines

Marching New Zealand will refer to its Constitution as providing the powers to discipline members for committing a contravention of this Policy.

In this regard, an Association on receiving a complaint from a Club, Team or Member, will in the first instance gather details relating to the complaint, and make whatever inquiries are felt necessary, before communicating with the Board.

The Board on receiving advice from an Association relating to a complaint received by the Association will investigate the matter and take appropriate disciplinary action, as provided in the Constitution, if considered necessary.

The Board in respect of a New Zealand Championship or International Challenge, or an Association in respect of an Association (or Regional) Championship, Competition, Display or Gathering, may initiate an inquiry without necessarily waiting to receive a complaint, if the suggested contravention of this Policy relates to one of their own conducted events.

FUND-RAISING POLICY (FRP)

(Updated July 2003)

Position Statement

Marching New Zealand in pursuing its main object to promote, encourage, administer and control the Sport of Marching aims to see that its interests and that of its Members are paramount at any such times as either Marching New Zealand, its Associations, Clubs, Teams or Members embark on any fund-raising programme. The level of exposure to risk shall be kept to a minimum.

Marching New Zealand

The Board Organisational Policies determine a Fund-Raising Policy, which is to be implemented by the Board, and is to be compatible with this overall Policy.

Associations, Clubs, Teams & Members

Shall not pursue or in any other way support any fund-raising activity or process which:

- Could in any way be considered unethical or illegal or which directly contravenes Marching New Zealand's Constitution, Policies, Rules of Participation, stated values and beliefs.
- In any way involves any person, either as a staff member or as an agent of an outside organisation, when that person is known to have been associated with embezzlement or has been prosecuted for any form of this.
- Could result in Marching New Zealand's, its Associations, Clubs, Teams or Members good name being compromised, brought into ill repute or in its being associated in any way with another organisation or individual of ill repute.
- Involves Marching New Zealand its Associations, Clubs, Teams or Members laying out large sums of money in order to match a similar investment by an outside agency/organisation or utilises financial reserves or current account to float a fund-raising venture.
- Permits any one person to have complete authority over the financial transactions involved in any fund-raising venture.
- Involves Marching New Zealand its Associations, Clubs, Teams or Members in any fund-raising ventures which entail high risk unless the Board (for Marching New Zealand) or an Association Committee (for an Association, Club, Team or Member) has given its explicit approval.

Reportage

For Associations, Clubs and Team, the respective Treasurer will report to the Association or Club Committee indicating in general terms the financial position of any such programme accompanied by brief comments about issues current and relevant to all such programmes.

Disciplines

Marching New Zealand (Incorporated) will refer to its Constitution as providing the powers to discipline members for committing a contravention of this Policy.

In this regard, an Association on receiving a complaint from a Club, Team or Member, will in the first instance gather details relating to the complaint, and make whatever inquiries are felt necessary, before communicating with the Board.

The Board on receiving advice from an Association relating to a complaint received by the Association will investigate the matter and take appropriate disciplinary action, as provided in the Constitution, if considered necessary.

ALCOHOL POLICY (AP)

(Updated July 2003)

Position Statement

Marching New Zealand in pursuing its main object to promote, encourage, administer and control the Sport of Marching aims to improve the quality of life for New Zealander's wishing to participate and achieve in Marching, and condemns the partaking of Alcohol in Marching as being contrary to the ethics of sport and potentially harmful to the health of participants.

Marchers

Alcohol is not to be partaken on the day a Marcher is competing or taking part in any Championship, Competition, Display or Gathering conducted under the auspices of Marching New Zealand or one of its Associations, until the conclusion of that event.

Team Coaches and Chaperons

Alcohol is not to be partaken on the day a Team Coach or Chaperon in that capacity has a Team competing or taking part in any Championship, Competition, Display or Gathering conducted under the auspices of Marching New Zealand or one of its Associations, until the conclusion of that event.

Team Managers and Treasurers

Utmost discretion is expected in the partaking of alcohol on the day a Team Manager or Treasurer in that capacity has a Team competing or taking part in any Championship, Competition, Display or Gathering conducted under the auspices of Marching New Zealand or one of its Associations, until the conclusion of that event.

Championship and Competition Administrators and Officials

Alcohol is not to be partaken on the day a person is involved in any way in the administration of or in acting as an official at any Championship, Competition, Display or Gathering conducted under the auspices of Marching New Zealand or one of its Associations, until the conclusion of that event.

Team Supporters

Utmost discretion is expected in the partaking of alcohol on the day a Team Supporter is attending any Championship, Competition, Display or Gathering conducted under the auspices of Marching New Zealand or one of its Associations, until the conclusion of that event.

General

All persons attending a Marching Championship, Competition or Display conducted under the auspices of Marching New Zealand and its Associations, are expected not to portray themselves as being unduly under the influence of alcohol to the extent of becoming a nuisance or hindrance to either organisers or officials, marchers or team officials, team supporters or general spectators.

Meetings

Utmost discretion is expected in the partaking of alcohol by any person attending a Meeting conducted by Marching New Zealand, the Board, an Association, the Association Committee, a Club or Team or any other meeting under the auspices of Marching New Zealand.

Disciplines

The organisation conducting the Championship, Competition, Display or Gathering held under the auspices of Marching New Zealand, may remove any person from the area of and immediately surrounding the said event, who is displaying a contravention of the general principles and expectations contained in this Policy.

Marching New Zealand (Incorporated) will refer to its Constitution as providing the powers to discipline members for committing a contravention of this Policy.

In this regard, an Association on receiving a complaint from a Club, Team or Member, will in the first instance gather details relating to the complaint, and make whatever inquiries are felt necessary, before communicating with the Board.

The Board on receiving advice from an Association relating to a complaint received by the Association will investigate the matter and take appropriate disciplinary action, as provided in the Constitution, if considered necessary.

The Board in respect of a New Zealand Championship or International Challenge, or an Association in respect of an Association (or Regional) Championship, Competition, Display or Gathering, may initiate an inquiry without necessarily waiting to receive a complaint, if the suggested contravention of this Policy relates to one of their own conducted events.

ANTI-DOPING POLICY (A-DP)

(Updated June 2007)

1. The Anti-Doping Policy of Marching New Zealand shall be the Sports Anti-Doping Rules made by Drug Free Sport New Zealand as amended from time to time.
2. For avoidance of doubt, the Sports Anti-Doping Rules referred to in rule 1, shall replace all existing Anti-Doping Rules, Policies, By-Laws or regulations of Marching New Zealand
3. To the extent of any inconsistency between the Sports Anti-Doping Rules and any rule in the Constitution or any Policy, Regulation or By-Law of Marching New Zealand, the Sports Anti-Doping Rules shall apply

TRAVEL ALLOWANCE POLICY (TAP)

(Update July 2004)

Position Statement

To appropriately reimburse persons in respect of travel undertaken or activities participated in, in the interests of Marching New Zealand, its Associations and its members, as authorised by the Board or an Association Committee, while at the same time taking into account the financial controls necessary in order to maintain subscriptions and levies on members to a minimum.

Mode of Travel

To be the most practical and cost effective, according to the time available to each member. Authorisation to be by the Board or the Association Committee, as appropriate.

Travel by Air

Reimbursement for air travel will be to a maximum level of 30% discount off the standard economy class fare. Every endeavour is to be made to obtain an even greater discounted fare. Travel Agents service fees will not be reimbursed. It is to be recognised, that particularly for air travel at peak times, any discounted fare may be difficult to obtain. In such instances, it may be necessary to travel at a slightly less convenient time of the day.

Association Reimbursement

Before committing to travel, the member concerned, or the member of the Association Committee responsible for arranging the travel need (such as a Chief Judge in the case of wishing to import a Judge from another Association), will obtain the approval of their Association Committee, both as to travel and the mode thereof. In seeking such approval, the member is to note that in general, motor vehicle travel of 50 kilometres or more is not normally as economic as public transport.

Reimbursement for travel by other public transport such as, bus, train or rental car will be on presentation to the Association Treasurer of either the tickets (or photocopy thereof) or a tax invoice/receipt relating thereto. Reimbursement for travel by private motor vehicle, will be as per below under "Motor Vehicle Allowance".

Marching New Zealand Reimbursement

Before committing to travel, the member concerned, or the member of the Board responsible for arranging the travel need, will obtain the approval of the Director of Finance, both as to travel and the mode thereof. In seeking such approval, the member is to note that in general, motor vehicle travel of 50 kilometres or more is not normally as economic as public transport.

Reimbursement for travel by other public transport such as bus, train or rental car will be on presentation to the Director of Finance of either the tickets (or photocopy thereof) or a tax invoice/receipt relating thereto. Reimbursement for travel by private motor vehicle, will be as per below under "Motor Vehicle Allowance".

Notwithstanding the details in this section and the preceding and subsequent sections of the Travel Allowance Policy, reimbursement to Judges appointed to officiate on New Zealand Championship Judging Panels (that is those extending their own participation opportunity in their chosen area of the Sport, as distinct from members of the Board, Technical Working Party etc who are required to travel around the country on Marching New Zealand business on numerous occasions in a year), will be in accordance with a Travel Allowance Schedule (Judges appointed to New Zealand Championship Judging Panel) issued by the Board to the Director of Judging around July each year.

Motor Vehicle Mileage Allowance

Reimbursement for travel by private motor vehicle will be at the rate of 35 cents per kilometre, or any other level as updated by the Board from time to time. A claim for reimbursement for travel by private motor vehicle is not to exceed the equivalent 30% discount off the standard economy class fare for air travel between the same destinations.

Special Circumstances

If extenuating circumstances prevail in respect to travel under this Policy, then the member or the person responsible for arranging/authorising the travel will, if practicable, contact the Director of Finance or Association Secretary and Treasurer, as appropriate, prior to arranging the travel, otherwise as soon as possible thereafter.

HARASSMENT - FREE POLICY (HFP)

(Update July 2003)

Position Statement

Marching New Zealand in pursuing its main object to promote, encourage, administer and control the Sport of Marching, is committed to providing a Harassment-Free environment where all personnel involved in the Sport are treated with respect and dignity, and can contribute and participate to their full potential.

Benefit

A Harassment-Free Policy benefits Marchers, Coaches, Judges, Officials, Administrators, Staff, Marching New Zealand and the Sport of Marching.

Prevention

Harassment will be prevented by:

- ensuring that this Policy is drawn to the attention of all Marchers, Coaches, Judges, Officials, Administrators, Staff and Parents/Caregivers, and
- responding promptly, appropriately and fairly to any complaints that are brought to attention; ensuring that the Chief Executive Officer and Board can be approached for information and advice, and;
- regularly reviewing the Policy.

Who and What the Policy

The Policy and Procedures covers all personnel and situations connected with Marching.

Definition

- Harassment is any unwelcome comment, conduct or gesture directed toward an individual or group of individuals which is insulting, intimidating, humiliating, malicious, degrading or offensive, and is either repeated or of such a significant nature, that it adversely affects someone's performance, contribution or sports environment.
- Harassment may be focused on an individual's or group's race, colour, gender, physical characteristic, sexual orientation, disability or any other distinguishing characteristic.
- Sexual harassment is any unwelcome behaviour of a sexual nature.
- In most cases, harassment (including sexual harassment) is an attempt by one person to inappropriately exert power over another person. Harassment ranges from mild conduct such as gestures or comments to conduct which may be physical, forceful and violent.

Responsibilities

Marching New Zealand is responsible for taking all reasonable steps to prevent harassment in the Organisation and for ensuring the Policy and Procedures are well known throughout the Organisation.

Legality

Harassment is a form of discrimination. Sexual and racial harassment is illegal under the Human Rights Act 1993.

Disciplines

Marching New Zealand will refer to its Constitution as providing the power to discipline members for committing a contravention of this Policy.

In this regard, an Association on receiving a complaint from a Club, Team or Member, will in the first instance gather details relating to the complaint, and make whatever inquiries are felt necessary, before communicating with the Board.

The Board, on receiving advice from an Association relating to a complaint received by the Association, will investigate the matter and take appropriate disciplinary action provided in the Constitution if considered necessary.

The Board in respect of a New Zealand Championship or International Challenge or Annual Meeting or any other Meeting/Conference conducted by Marching New Zealand, or an Association in respect of an Association (or Regional) Championship, Competition, Display or Gathering or Annual Meeting or any other Meeting/Conference conducted by the Association, may initiate an inquiry without necessarily waiting to receive a complaint, if the suggested contravention of this Policy relates to one of their own Events/Meetings.

RISK MANAGEMENT POLICY (RMP)

(Updated July 2003)

Position Statement

Marching New Zealand in pursuing its main object to promote, encourage, administer and control the Sport of Marching aims to use the world's best practice in risk management to support and enhance its activities in all areas of its organisation.

Marching New Zealand

Will:

- Ensure risk management is an integral part of the decision making processes;
- Use a structured risk management programme to minimise reasonably foreseeable disruption to operations, harm to people, and damage to the environment or property;
- Identify and take advantage of opportunities as well as minimising adverse effects; and
- Train members to implement risk management effectively.

Responsibilities

The Chief Executive Officer is accountable to the Board for the implementation of the risk management process and is ultimately responsible for the management of risks in the organisation.

All members are responsible for managing risk in their areas of responsibility.

Process

A systematic risk management process will be established, based on the Standard AS/NZ 4360:1999. Everyone involved with the application of risk management should use this process for guidance.

Monitoring and Review

The Board will monitor and review the implementation of the risk management programme.

The Chief Executive Officer will facilitate the development of a common risk management approach across the organisation by:

- Implementing the risk management programme;
- Sharing information with broad applicability across all areas; and
- Reporting on the progress of implementing the risk management programme.”