

Working Equitation New Zealand Inc

Working Equitation New Zealand (**WENZ Inc**) is an incorporated Society, established in 2019 and which has the following purpose:

1. To promote and grow the sport of Working Equitation throughout NZ through the development and leadership of:
 - Education and training initiatives for all levels of proficiency, utilising local, national and international expertise.
 - Use of an appropriately customised set of Working Equitation rules suitable for the NZ environment.
 - Facilitation of annual schedules of local, national and international competitions.
2. To create positive and supportive participation environments for all members regardless of their riding level, breed of horse or choice of tack and attire.
3. To uphold the principles of classical training and horsemanship by encouraging and rewarding attainment of harmonious horse/rider partnerships. All training must be based on correct and progressive training steps and always mindful and respectful of the mental and physical wellbeing of the horse.
4. Do anything necessary or helpful to the above purposes.

The following Code of Conduct has been developed from that purpose and sets out the expectations, responsibilities and behaviours required from all members. Your signature on your membership application establishes that you agree to abide by this Code of Conduct.

Code of Conduct

Introduction

Why is it important to have a Code of Conduct?

WENZ, as an Incorporated Society, has both legal and ethical responsibilities to the membership and wider affiliations within the Sport. This places an obligation on you as a member to act with the utmost honesty and integrity at all times.

What is the purpose of a Code of Conduct?

A code of Conduct is a set of rules that outlines your obligations and the types of behaviours and standards that are expected while you belong to the organisation and which are vital to us achieving our vision, values and purpose. This Code of Conduct also helps to create a safe, happy and healthy environment in which all people and horses are respected and valued as equal team members, in the pursuit of enjoyment of our sport.

To Whom does this Code of Conduct apply?

Without exception, this Code of Conduct applies equally to all members, executives, contractors, volunteers or visitors.

Failure to comply with the Code of Conduct



Reflected in the Code of Conduct is the importance of trust and confidence in the relationship between WENZ and the membership. If these essential elements are breached by any member, the conditions of that membership may need to be re-examined and possibly terminated.

Expectations, responsibilities and behaviours

1. Sportsmanship

- ★ Be a good role model - help to create inclusive, positive and supportive participation environments.
- ★ Win and lose with dignity.
- ★ Respect the game - always show respect for the sport and the other participants.
- ★ Follow the rules - rules are in place to make the game consistent and fair.
- ★ Share your knowledge and skills freely. Give freely of your time and knowledge for the benefit of us all.
- ★ Include your teammates particularly your horse – you cannot do it alone.
- ★ Have a strong work ethic at all times.

2. Horse Welfare

Be mindful and respectful of your horse in everything you do – without them, there is no team. Your horsemanship, riding, training and use of the horse must always be mindful and respectful of the mental and physical well - being of your horse. At the very least it must meet the minimum standards as described in The New Zealand Government Code of Welfare for Horses and Donkey's 1/10/18.

3. Rules

The Committee voted overwhelmingly to adopt the Working Equitation Down Under set of Rules – version 3.1 as the set of Competition rules for the 2019-2020 season, whilst developing a customised NZ set of Rules for the next season. You will be familiar with these rules, respect them and those who manage them, at all times.

4. Policies, procedures, guidelines

WENZ guidelines, policies and procedures have been adopted to ensure safety and manage risk for all affiliated events. You will be familiar with these documents and strive to work within their scope at all times.

5. Judges accreditation

If you have the skills and expertise to judge at our competitions, or if you wish to learn to become a Judge, follow the Judges Accreditation Pathway and help to make a difference to the standard of our Sport.



6. Trainer accreditation

If you have the skills and expertise to train/coach our members, or if you wish to learn to become a trainer/coach, follow the Coach/Trainer Pathway and contribute to the teaching within our sport.

7. International Exposure

If you are selected to participate in any international training or competition, please remember that you are expected to positively represent both our sport and our country, on and off the paddock.

8. Always act with honour

It is expected that you do not act in any way that would bring disrepute to the Sport of Working Equitation in NZ.

9. Intellectual Property

All ideas, concepts, creations, and inventions, or other intellectual property, developed by members, under the request of the WENZ committee for WENZ events remains the property of WENZ Inc.

10. Privacy Act

As an organisation collecting personal details of members WENZ Inc members are subject to the Privacy Act 1993. Personal details will only be released where consent is given.

11. Official Information

Official information must only be released by the President, with full agreement of the committee and in accordance with the Official Information Act. Official information is not to be released to the media or the public without the proper authorisation and must never be used for personal motives.

12. Participate in and contribute to the growth of WENZ Inc

You are expected to pay your annual subscriptions by the given date, attend the AGM, stand for the committee if appropriate, participate in activities and provide feedback where required, for the betterment of our sport. We also all have a responsibility to use resources and systems in a way which ensures the sustainability of WENZ for the benefit of our sport.

13. Breaching of the Code of Conduct

The elements of the Code of Conduct are by no means exhaustive. The importance of a relationship based on trust and confidence cannot be over - estimated. All suspected breaches of the Code of Conduct, or any situation pertaining to the relationship of



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Version 1.0

trust between WENZ and you as a member, will be thoroughly investigated. If these investigations reveal breaches of the Code of Conduct, a formal investigation will be undertaken which may lead to disciplinary action.

(refer complaints process and Member Disciplinary Policy)



Code of Conduct Acknowledgement Slip

I agree that I have read, understood and will abide by the WENZ Code of Conduct whilst I am a member of WENZ.

Should I not abide by the Code of Conduct, I understand the possible consequences of my actions.

Date

Member Name

Member signature

WENZ



Document Revisions

Version	Version Date	Description of updates to document
1.0	8/10/2019	Original release