

Paralympics New Zealand Statement of Strategic Direction (2026 - 2033)

Vision

An inclusive Aotearoa New Zealand through Para Sport

Purpose

Paralympics New Zealand (PNZ) exists to:

1. Lead successful NZ Paralympic Teams to the Paralympic Games;
2. Advance the Paralympic Movement in Aotearoa New Zealand by showcasing sporting excellence and promoting disability inclusion through Para sport.

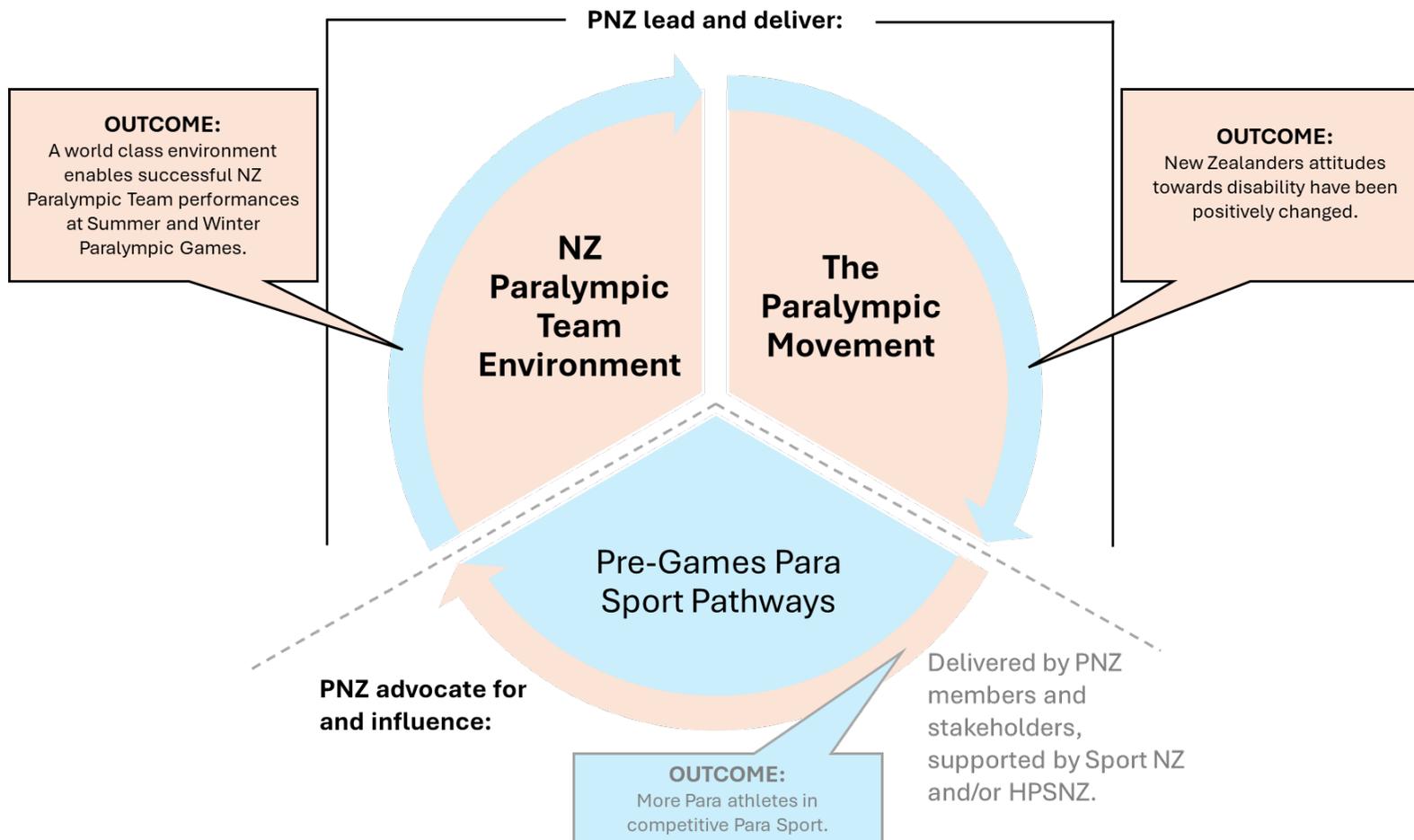
Values

Whanaungatanga – Belonging

Kairangatanga - Excellence

Mana Tangata – Leadership through Action

Maia – Strength, Courage



PNZ Enablers:

- Well governed organisation that fulfils its obligations to the International Paralympic Committee (IPC) and acts with integrity.
- New Zealand's Paralympians - their voices, their views, and their unique stories.
- Uphold the principles and mana of Te Tiriti o Waitangi, respecting the diversity of everyone involved in the Paralympic Movement in Aotearoa New Zealand.
- Diversified revenue streams that enable delivery of the Outcomes, aligned to the Vision, Purpose and Values of Paralympics New Zealand.

Para sport Sector Enablers:

- Seek NZ Government, Sport NZ and/or HPSNZ alignment, funding, and resource.
- Seek PNZ member alignment, delivery, and support.

As kaitiaki of the Paralympic Movement in Aotearoa New Zealand, Paralympics New Zealand (PNZ) will:		
Lead and deliver: NZ Paralympic Team Environment	Advocate for and influence: Pre-Games Para Sport Pathways <i>(delivered by PNZ members and key stakeholders, supported by Sport NZ and/or HPSNZ)</i>	Lead and deliver: The Paralympic Movement
Outcome: A world class environment enables successful NZ Paralympic Team performances at Summer and Winter Paralympic Games.	Outcome: More Para athletes in competitive Para Sport.	Outcome: New Zealanders attitudes toward disability have been positively changed.
PNZ measures by 2033: 1) The NZ Paralympic Team achieves Top 3 (Summer ¹) and Top 5 (Winter ²) medals won per capita at the Paralympic Games. 2) ³ 90% of Team members believe the NZ Paralympic Team environment and culture added value to their performance. 3) ⁴ 100% of Team members are proud to be part of the NZ Paralympic Team.	Para Sport Sector measures by 2033: a) XX(TBC) NSOs (of IPC Para sports) have a funded pathway or campaign. ⁵ b) XX(TBC) Para athletes on funded Para Sport pathway or campaign, meeting HPSNZ criteria. ⁶ c) XX(TBC) internationally classified Para athletes on a high performance development pathway. ⁷ d) XX (TBC) Para athletes meeting PNZ selection standards. ⁸	PNZ measures by 2033: 4) Audience reach, through combined broadcast, digital and media channels, increases by 15%. ⁹ 5) Awareness and affinity for the NZ Paralympic Team, is one of the Top 5 New Zealand sports teams. ¹⁰ 6) Kiwis recognise the Paralympic Games in the Top 5 global sport events. ¹¹ 7) 80% of viewers agree that the Paralympic Games is an important event for improving society's perceptions of disabled people. ¹²
The culmination of all measures connect to achieve more Para sport opportunities, from pathway to podium, by 2033.		

¹ Projected to require 12-17 Paralympic Summer Games medals (compared with 17-20 medals to achieve Top 2 per capita).

² Projected to require 3-4 Paralympic Winter Games medals (with a target of 1 medal per million people per capita, likely to challenge for Top 3).

³ Data captured via Navigators Survey (or equivalent), in conjunction with HPSNZ

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⁵ Current baseline for 2025 is 7 Para sports receive some form of HPSNZ funding (category 1, note Para canoe and Waka ama counted as one), seeking to convert 5 additional (from category 2-5).

⁶ As at October 2025, there are 24 Para athletes receiving TAPS funding from HPSNZ, seeking to increase support by 50%.

⁷ As at October 2025, there are XX Para athletes classified to an international level.

⁸ To review and discuss – this can effectively be the target Team size by Brisbane 2032?

⁹ PNZ reach for Paris 2024 was 17.7million – 15% increase takes reach above 20million post Brisbane 2032.

¹⁰ Pre Paris 2024, the NZ Paralympic Team sat at 3rd for Affinity and 6th for Awareness, post Paris 2024, the NZ Paralympic Team remained at 3rd for Affinity and rose to 4th for Awareness.

¹¹ Pre Paris 2024, the Paralympic Games ranked as 4th for Interest, post Paris 2024, the Paralympic Games rose to 2nd for Interest.

¹² Question that is also captured by Channel 4 UK in survey post-Paralympic Games (post Paris 2024, Channel 4 recorded 94%).

Key Strategic Initiatives¹³ (operational activity) which will be phased for implementation by PNZ Management (and/or working with PNZ members and stakeholders) as part of annual strategic and operational planning across 2026 – 2033:

The continued growth and development of the International Paralympic Movement worldwide provides a platform for Paralympics New Zealand to be the representative of this powerful Movement in Aotearoa New Zealand and the conduit for all stakeholders who want to deliver the sporting and social impacts the Movement espouses.		
NZ Paralympic Team Environment <i>(PNZ to deliver the initiatives)</i>	Strategic Initiatives Pre-Games Para Sport Pathways <i>(PNZ to advocate for and influence the delivery of initiatives, working with or supporting PNZ members key stakeholders, Sport NZ and/or HPSNZ)</i>	Strategic Initiatives The Paralympic Movement <i>(PNZ to deliver the initiatives)</i>
1) Deliver and implement PNZ and NZ Paralympic Team Performance Strategy and Paralympic Games Plan <ul style="list-style-type: none"> i. Embed values based culture (including Te Ao Maori). ii. Identify, support and track long list Para athletes, working with NSOs. iii. Plan and implement a quality high performance environment for each Paralympic Games. iv. To review and maintain high selection standards which are transparent. 2) Review and implement a sustainable delivery model for PNZ and the NZ Paralympic Team. 3) Pre and Post NZ Paralympic Team engagement survey.	a) Funded annual Para Sport Pathway Landscape Map (informed by data collection, insights and reporting). b) Agreed Para Sport (pathway and high performance) roles and responsibilities. c) Advocate and support for increased capability and expertise for pathway ys and high performance across Para sports. d) Collaborate to deliver Para Sport Talent ID and Classification activities. e) Strengthen NSOs implementation of the IPC Classification Code (e.g. National Classification Database). f) Transition integrated delivery of Shooting Para sport. g) Alignment of intellectual impairment opportunities (e.g., NZ Virtus Team).	4) Launch and leverage PNZ Paralympic Ambassadors. 5) Evolve social change education and awareness (e.g. PNZ Education Programme). 6) Deliver an engaging digital content strategy (e.g. Trailblazer content series). <i>Linked to each Paralympic Games:</i> 7) Deliver high impact social impact marketing campaign (e.g. We'll Give You Something To Talk About). 8) Secure and leverage broadcast, digital and media partnerships (e.g., multi-channel coverage achieved).

Note: Strategic initiatives to be tracked for targeted implementation across 2026 – 2033, but not included in a published version of the SSD.

¹³ These are initial key initiatives identified to inform the revised SSD, reviewed on-going and complemented with new or varied initiatives that support delivery of the PNZ SSD