

2021/22

Annual Report

Covering the period 1 October 2021 to 30 June 2022


Paralympics
Australia



AUSTRALIAN PARALYMPIC TEAM
BEIJING 2022

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Paralympics Australia Ltd
Address:
Building A, 1 Herb Elliott Avenue,
Sydney Olympic Park, NSW, 2127
Postal address:
PO Box 596,
Sydney Markets, NSW, 2129
P +61 2 9704 0500
E info@paralympic.org.au
W www.paralympic.org.au
ABN 41810 234 213 | ACN 061 547 957

Australian Paralympic Hall of Fame
Frank Ponta
Louise Sauvage OAM
Kevin Coombs OAM
Tracey Freeman
David Hall OAM
Daphne Hilton
Sir George Bedbrook OBE
Ron Finneran OAM
Adrienne Smith OAM
Priya Cooper OAM
Libby Kosmala OAM
Matthew Cowdrey OAM
Michael Milton OAM
Kurt Fearnley AO

Cover: Beijing 2022 Para-snowboard bronze medallist Ben Tudhope
This page: The Australian Paralympic Winter Team at the Beijing 2022 Opening Ceremony



Message from the President

In an environment as complex and fluid as sport – and with the Brisbane 2032 Paralympic Games now firmly on our radar – it pleases me to say that during the reporting period Paralympics Australia has been agile and decisive, taking stock of our successes and taking control of how we want to shape our future.

Much has changed since our triumphant Tokyo campaign. Externally, the worst of the Covid pandemic appears to be behind us and a new Federal government has taken office. Similarly, our organisation has undergone significant transitions.

In October 2021 we announced Catherine Clark as our new Chief Executive. Catherine has the skill set we believe is suited to leading our outstanding staff, driving our Para-sport and high performance goals and progressing our ambitions around long-term sustainability.

Catherine joined Paralympics Australia after a Tokyo Games that yielded exceptional results in and out of the sporting arena. From this solid platform she has wasted no time executing a strategic overhaul of our operations that we expect will enable us to seize the many opportunities that lie ahead on the Green and Gold Runway to 2032.

Catherine's appointment was followed by the addition of two highly accomplished Board members, Kate Jones and Alison Creagh. Kate held portfolios in education and tourism and major events in the Queensland government and was the Minister for the Commonwealth Games in 2018, delivering an event that featured the successful integration of Para-sport. Kate is respected by state and federal politicians and her knowledge and connections will be invaluable as we work towards our goals.

Like Kate, Alison is a strong leader with expertise in strategic planning, analysis and policy development. Since retiring with the rank of Brigadier after 30 years in the Australian Defence Force, Alison has been a strategic defence advisor to the Queensland government and Board Member at Rowing Australia. She is a certified Para-rowing classifier and previously served as President of Rowing ACT.

These key appointments in the reporting period were matched by the start of Anika Wells' tenure as the new Federal Minister for Sport. Paralympics Australia is grateful to the former government, particularly former Minister for Sport Richard Colbeck, for their steadfast support, which included a commitment of \$10.6 million

announced by then-Treasurer Josh Frydenberg in the budget in March towards the preparation and delivery of the Australian Paralympic Team to Paris 2024.

Paralympics Australia looks forward to further engagement with Minister Wells and the new Federal government, confident that through our shared values we can work closely together towards furthering Para-sport elite success and lifting participation rates. We also warmly welcomed the appointment of Kieren Perkins as Chief Executive of the Australian Sports Commission and felt greatly encouraged by his comments about the vital relationship between participation and positive life experiences and how it translates to developing elite talent.

A couple of other special mentions. Paralympics Australia was delighted when Paul Bird was awarded the Paralympic Order by the International Paralympic Committee late last year. Paul's four decades of commitment to the Paralympic Movement as an athlete, Chef de Mission, Paralympics Australia Board Member and President of the Oceania Paralympic Committee has left an indelible mark worthy of the IPC's highest honour. Paul became just the fifth Australian to receive the accolade.

An even rarer honour was bestowed on Dylan Alcott when he was named Australian of the Year, an unprecedented recognition and opportunity for a Paralympian that Dylan has grabbed with typical energy and purpose.

Dylan's naming as Australian of the Year is just one sign of the remarkable progress our Movement has made during the reporting period. It's been a time of reflection and renewal that places us perfectly for the exciting time ahead.

Jock O'Callaghan
President
Paralympics Australia



Message from the Chief Executive Officer

I've always believed sport has the power to change lives and the announcement on July 21, 2021 that Brisbane will host the 2032 Olympic and Paralympic Games swiftly ignited visions about how sport could change a country. With Paris 2024 around the corner and a home Paralympics in 10 years' time, we are in the starting blocks of a defining decade for Para-sport which could secure the sustainability of the Paralympic Movement in Australia.

As an incoming CEO, it has been an ideal time to listen and absorb the perspectives and ideas of a broad range of people. The size of the Brisbane 2032 opportunity must be matched by our willingness to be bold in our vision and disciplined in our execution. We must protect and nurture what we are great at, whilst evolving and growing our capability where we can develop. Since February 2022, we have been assessing the strengths and gaps in Paralympics Australia (PA) and the Para-sports system in Australia, we have crunched the data and listened to our stakeholders. As a result, we have mapped out a brave, transformational vision and broken it down into short-term clear milestones. It's been an enlightening, daunting and exciting process. The strategic planning process has ignited our imagination about what is possible and what we could achieve by working together to create an equitable sports system in Australia. I want to acknowledge and

thank everyone who has contributed. Together we have created a powerful strategy which can unlock this extraordinary potential.

Following the remarkable successes of Tokyo 2020, we delivered a small but fiercely competitive team to the Beijing 2022 Paralympic Winter Games. We once again teamed up with our partners at the Seven Network and are thrilled that Seven won the Logie for Most Outstanding Sports Coverage for its broadcasts of the Tokyo Olympic and Paralympic Games.

We thank Seven for its support, as we do all our wonderful corporate and government partners who stuck with us through the depths of the pandemic. Their loyalty allowed us to prepare and send our Australian Paralympic Teams to the Games and continue to run programs aimed at building pathways into sport for people with a disability.

Those programs went from strength to strength during the reporting period. Our Participation and Pathways Coordinators ran a series of inspiring 'Come-and-Try' events nationwide, supported by numerous Paralympic representatives. Our Paralympic Education Program keeps growing, now under the leadership of Paralympian and school teacher Ella Sabljak. Our Para-sport Equipment Fund has become a significant player in our quest to help aspiring Para-athletes and organisations overcome financial barriers to participation.

Dylan Alcott

Paralympics Australia is committed to taking up our role in the Australian sports system as an innovator, facilitator, advocate and peak body for Para-sport. Our Games Delivery Team is preparing and coordinating the logistics for the Paris 2024 Games, our Communications and Commercial Teams are building the profiles of our athletes, organisation and the Movement, while our Paralympic Innovation team continues to push the boundaries of cutting-edge research that directly benefits athletes, coaches and the programs they manage.

The early fruits of this work were celebrated through our Tokyo and Beijing athletes at the Paralympics Australia Awards in June, the first time the event had been held since 2016. On that memorable night, we

inducted five more legends to the Australian Paralympic Hall of Fame: Libby Kosmala, Priya Cooper, Michael Milton, Kurt Fearnley and Matthew Cowdrey. Acknowledging that we stand on the shoulders of giants, our alumni are beautifully recognised at the Glory and Fame Museum which opened in December 2021 at our Melbourne headquarters in The Hangar at Essendon Football Club.

It is because of those who built the Australian Paralympic Movement to where it is today that we have an extraordinary opportunity before us. Their persistence becomes our responsibility as we commit to ensuring our Movement becomes an irrevocable and sustainable part of the national fabric. I want to thank the PA Board, my predecessor Lynne Anderson, our staff, our corporate

and Government partners, PA Members and our amazing donors for your passion and support. I also want to acknowledge the members of our Athlete's Commission and congratulate Sarah Stewart on her election as Chair earlier this year. To all the athletes I have met and roped into forums and workshops, thank you for your advice, experience and input towards the development of the PA and broader High Performance 2032+ System Strategy.

Together, we play a powerful and vital role in creating equal opportunity for athletes with a disability to realise their potential, through sport. It will be our shared commitment to and passion for inclusion, equity and excellence, and for the role sport can play in our society, that will bring our bold vision for the future into reality.

Catherine Clark
Chief Executive Officer
Paralympics Australia





About Paralympics Australia

Paralympics Australia Board

President **Jock O'Callaghan**
 Directors **Tim Carmody AM KC**
Rebecca Frizelle OAM
Lachlan Harris
John Hartigan AO
Grant Mizens OAM
Annabelle Williams OAM
Alison Creagh AM CSC
Kate Jones

Paralympics Australia Member Organisations

Archery Australia
 Athletics Australia
 Australian Sailing
 Badminton Australia
 Basketball Australia
 Blind Sports Australia
 Boccia Australia
 AusCycling
 Disabled Wintersport Australia
 Disability Sport Australia
 Equestrian Australia
 Football Australia
 Ice Hockey Australia
 Paddle Australia
 Rowing Australia
 Shooting Australia
 Sport Inclusion Australia
 Snow Australia
 Swimming Australia
 Table Tennis Australia
 Australian Taekwondo
 Tennis Australia
 Triathlon Australia

Paralympics Australia Staff

Sam Allan
 Manager, Operations, Wheelchair Rugby
Lynne Anderson
 Chief Executive Officer (until Dec 2021)
Chrissie Banwell
 Participation and Pathways Coordinator (WA)
Jenny Blow
 Manager, Education (until Jan 2022)
Owen Boyd
 IT Support Officer
Peter Brown
 Bio-security Officer (from Aug 2021)
Nat Browne
 Senior Manager, Games Delivery
Natalie Charlton
 Participation and Pathways Coordinator (QLD)
Catherine Clark
 Chief Executive Officer (from Jan 2022)
Kieran Courtney
 Sport Information Officer
Emma Croll
 Fundraising Campaign Coordinator
Aerin Di Leva
 Manager, Para-Sport Performance Pathways
Danni Di Toro
 Manager, Athlete Wellbeing and Engagement (Athletes)
Lori Dotti
 Chief Financial Officer
Brad Dubberley
 Head Coach, Wheelchair Rugby
Denise Duong
 Finance Officer
Dan Evans
 Manager, Games Delivery
Georgina Exton
 Senior Manager, Sponsorship
Shellee Ferguson
 Manager, Games Delivery (until Jan 2022)
Sam Fox
 Manager, National Pathways, Wheelchair Rugby

Louise Geisker
 Executive Assistant (until June 2022)
 Manager Membership (from June 2022)
Stephen Hadlow
 Skill Acquisition Support Officer
Sarah Harris
 Covid Liaison Officer (until Oct 2021)
Jon Henschke
 Participation and Pathways Coordinator (SA)
Cruz Hogan
 Participation and Pathways Coordinator (WA) (until Oct 2021 – maternity leave relief)
Kara Hutchings
 Marketing Coordinator
Alex Jago
 Manager, Para Performance Pathways (maternity leave relief)
Paul Kiteley
 Director, National Performance, Wheelchair Rugby
Fiona Kitson
 Salesforce Administrator
Cathy Lambert
 Manager, Classification
Jason Lees
 Development Coach, Wheelchair Rugby (from Nov 2021)
Annabelle Lindsay
 Commercial and Marketing Administrative Assistant
Tim Mannion
 General Manager, Communications
Samantha Martin
 Manager, Human Resources
Tim Matthews
 Senior Manager, Para-Sport
Kate McLoughlin
 Head of Games and International Engagement
Scott Nicholas
 Participation and Pathways Coordinator (VIC/TAS)
Paul Oliver
 General Manager, Government and Stakeholder Engagement (until May 2022)

Ross Pinder
 Skill Acquisition Specialist, Paralympic Innovation Lead
Chantel Plum
 Senior Manager, Fundraising (from Jan 2022)
Lewis Quinn
 Lead Performance Analyst (from Sept 2021)
Elise Rechichi
 Head of Performance Strategy (from Jan 2022)
Ella Sabljak
 Manager, Education (from Jan 2022)
Alek Saunders
 Para Strength and Conditioning Coach
Sarah Skidmore
 Participation and Pathways Coordinator (NSW/ACT)
Greg Smith
 Strength and Conditioning Coordinator and National Assistant Coach, Wheelchair Rugby
David Sygall
 Communications Officer
Sarah Taylor
 Skill Acquisition Support Officer
Simon Taylor
 Head of Commercial, Communications and Brand (from May 2022)
Angela Terkes
 General Manager, Commercial and Marketing (until June 2022)
Ben Troy
 General Manager, IT
Adam Varallo
 Sport Program Officer (until Nov 2021)
Amy Wadwell
 Senior Manager, Digital Marketing
Natasha Welsh
 Games Delivery Coordinator (until Dec 2021) Games Delivery Manager (from Dec 2021)
Sharon White
 Executive Officer (from June 2022)
Amy Williamson
 Classification Coordinator (from Jan 2022)



Chris Bond

Finance

Consolidated statement of comprehensive income for the year ended 30 June 2022	2022 \$	2021 \$
Revenue		
Grants	13,822,122	5,610,628
Sponsorship and broadcasting	6,929,384	3,501,655
Fundraising	4,463,803	663,810
Investment income and bank interest	146,706	75,136
Membership fees and other income	794,262	1,162,232
Total revenue	26,156,277	11,013,461
Expenses		
Sport programs	(4,679,952)	(4,027,208)
Paralympic and other Games	(8,919,485)	(2,094,875)
Promotion, marketing and media	(1,647,596)	(741,428)
Fundraising	(1,965,759)	(439,043)
Administration	(2,959,154)	(2,191,319)
Broadcasting	(3,442,139)	(149,335)
Total expenses	(23,614,085)	(9,643,208)
Operating surplus before income tax	2,542,192	1,370,253
Income tax expense	-	-
Net surplus attributable to members of Paralympics Australia Ltd	2,542,192	1,370,253
Other comprehensive income	-	-
Total comprehensive income	2,542,192	1,370,253

Finance Report – for the year ended 30 June 2022

Paralympics Australia Ltd operated in all states and territories of Australia during the year ended 30 June 2022, and this finance report reflects those operations.

The operating surplus for the year ended 30 June 2022 was \$2,542,192. This occurred after revenue of \$26,156,277 and gross expenditure of \$23,614,085.

Grant income in FY22 increased by \$8.2 million from the previous year due to activity around delivery of the Tokyo 2020 Games that took place in August-September 2021. There is a corresponding increase in Paralympic and other Games expenses of \$6.8m from the previous year. This includes expenditure for both Tokyo 2020 and the Beijing Paralympic Winter Games in February-March 2022.

Sponsorship and broadcast revenue increased by \$3.4m on the previous financial year, which can be attributed to activity of commercial arrangements for the Tokyo 2020 Games. During the Games, Paralympics Australia ran a Virtual Seats sales fundraising campaign through our broadcasting partner Seven West Media and other online platforms. This campaign was extremely successful, resulting in an

Consolidated statement of financial position as at 30 June 2022	2022 \$	2021 \$
Assets		
Current assets		
Cash and cash equivalents	11,068,869	18,756,262
Trade and other receivables	609,692	1,787,724
Total current assets	11,678,561	20,543,986
Non-current assets		
Investments	4,049,488	1,124,561
Right of use assets	139,930	112,824
Property, plant and equipment	272,540	303,879
Total non-current assets	4,461,958	1,541,264
Total assets	16,140,519	22,085,250
Current liabilities		
Trade and other payables	1,755,291	1,909,479
Provisions	182,475	160,866
Contract liabilities	4,989,687	13,285,276
Lease liabilities	143,400	141,422
Total current liabilities	7,070,853	15,497,043
Non-current liabilities		
Provisions	142,323	189,789
Lease liabilities	10,725	23,992
Total non-current liabilities	153,048	213,781
Total liabilities	7,223,901	15,710,824
Net assets	8,916,618	6,374,426
Equity		
Accumulated funds	8,916,618	6,374,426
Total equity	8,916,618	6,374,426

uplift in fundraising revenue in FY22 of \$3.8 million from the previous year.

Paralympics Australia's balance sheet reflects a cash balance of \$11,068,869 which includes a large portion of carried forward grant funding received during the financial year to be utilised in future financial periods in line with funding requirements. Any unspent grant funding has an equivalent liability included in the Contract liabilities section of the balance sheet. Paralympics Australia expects

to maintain sufficient cash reserves through the next financial year.

The accounts have been prepared for Paralympics Australia Ltd and its wholly owned subsidiary Parasport Australia Pty Limited which remains dormant. A summary of Paralympics Australia's Finance Report for the 12 months ended 30 June 2022, including comparison with the previous year, as shown below. This finance report has been prepared on a going concern basis. It contemplates the continuity

of normal business activities and the realisation of assets and liabilities in the ordinary course of business.

Paralympics Australia is extremely grateful for the continued support of its sponsors, benefactors and the Australian Government through Sport Australia.

A copy of the Report can be made available by contacting Paralympics Australia on +61 2 9704 0500.



SPORT
AIS

Message from the Australian Sports Commission

Sport has a place for everyone and delivers results that make Australia proud. This is the Australian Sports Commission's (ASC) vision as we embark on a defining era in Australian sport over the next decade and beyond.

We are setting out to lead, support and provide opportunities for all communities to be involved in sport, while growing elite success and representation, inspiring future generations.

Our role, as the Australian Government agency responsible for supporting and investing in sport at all levels, is to increase involvement in sport and enable continued international sporting success. We do this through leadership and development of a cohesive and effective sports sector, targeted financial support and the operation of the Australian Institute of Sport (AIS). We play a unique role in the sport ecosystem and tackle the big challenges and opportunities with and for the sector.

We're proud to do so and through our vision, we aim to bring out the best in everyone involved in sport as we establish Australia as the world's best sporting nation.

The 2022 Birmingham Commonwealth Games provided a perfect launch pad for our athletes to shine. To finish on top of the medal table with 67 gold and cement our status as the most successful nation in the event's history sets us up brilliantly as we look to host the next Games in Victoria 2026. These Games, uniquely hosted in regional areas, will be another opportunity to inspire Australians to get involved in sport, and to champion the role sport can play in engaging every Australian.

This is a defining era for Australian sport. We have begun the Green and Gold decade to Brisbane 2032 and we are focused on building sustainable success for decades to come.

The sporting strategies, programs and facilities we deliver now have the capacity to shape Australia's long-term prosperity, well beyond sporting boundaries. A thriving Australian sport system is enormously influential to a thriving Australia.

We will advocate for sport and its positive influence on Australia, promote and support inclusive and diverse sporting environments and drive thought leadership and innovation to inspire world's best practices.



The Aussie Belles women's goalball team

We will build the capability of sport and the people involved through projects like our Sport Volunteer Coalition Action Plan which outlines a new approach to foster positive, safe and fulfilling experiences for sport volunteers, and our Women Leaders in Sport programs which champion equal representation in sport.

It has been great to see the AIS site buzzing with activity again after a challenging few years due to Covid-19.

We continue to welcome sports and athletes back to the campus, who are all keen to use our facilities to prepare for major sporting events.

Our aim is for sport in Australia to be world's best so we will optimise our facilities to advance sport and use them to showcase sport at its best.

This is an incredible opportunity to unite and inspire Australia through sport as we capitalise on the calendar

of major sporting events on the road to a home Olympic and Paralympic Games.

On behalf of the ASC, thank you to everyone who contributes to Australian sport with the aim of making it better for all.

Josephine Sukkar AM
Chair
Australian Sports Commission

Beijing 2022 Paralympic Games

The Australian Paralympic Team's participation at the 13th Paralympic Winter Games, in Beijing, China between March 4 and 13, 2022, marked a new chapter in Australia's proud history of unbroken representation at the Paralympic Winter Games since the first, in 1976.

Beijing 2022 featured over 650 athletes from 49 countries competing in 78 medal events across six sports. Australia's team of nine athletes competed in two sports, Para-alpine skiing and Para-snowboard. The small team made a significant impact, capturing nine top 10 placings and one very joyous medal.

The Australian Team was initially to comprise 10 athletes and a total of 15 coaches, medical and administration staff. However, Para-alpine skier Jonty O'Callaghan withdrew from the team only days before the event after

being injured in a serious fall in his final training session in Europe.

Shortly before the team arrived in China, Paralympics Australia announced that Melissa Perrine and Ben Tudhope had been appointed Team Captains by the athlete cohort. The day before the Games, in an intimate team gathering at the Alpine Village, Perrine and Mitchell Gourley were selected to carry the Australian flag at the Opening Ceremony. It was a poignant moment, as both athletes had stated their intent to retire at the conclusion of the Games after each representing Australia at four Winter Paralympics.

Australia's only medal was won by Tudhope, the world's No.1-ranked snowboarder in his classification in the season leading up to the Games. Tudhope claimed the bronze when he edged out China's Sun Qi in the Big Final at Genting Snow Park at Zhangjiakou on day three.



Among the other highlights was a sixth placing by Perrine and sighted guide Bobbi Kelly in the Women's Giant Slalom Vision Impaired and a best placing of 10th by Gourley in the Men's Giant Slalom among a full program of events before the paired signed off after more than a decade competing at the top of their sport.

Vision impaired skier Patrick Jensen and guide Amelia Hodgson enjoyed success in the Men's Super-G (6th), Slalom (6th) and Downhill (8th), though sit-skier Sam Tait didn't have the success he'd hoped for. Tait vowed to come back stronger at the next Paralympic Winter Games, in Cortina, Italy in 2026.

Encouragingly, Games debutants Rae Anderson and Josh Hanlon each showed they had the attributes to become medallists at Cortina. Anderson became the seventh Australian to compete at both the Summer and Winter Paralympics after competing at the Rio 2016 Games in Para-athletics. In a stunning Winter Games debut Anderson came seventh in the Women's Slalom Standing and 10th in the Giant Slalom.

Hanlon, a former budding Australian rules footballer, captured attention with his 11th placing in his first race, the Men's Giant Slalom Sitting, before finishing off with an outstanding sixth in the Slalom.

After capturing Australia's only medal, Tudhope was selected to carry the Australian flag at the Closing Ceremony, having previously had this honour as a 14-year-old at the 2014 Winter Paralympics in Sochi, Russia.

The Closing Ceremony drew the curtain on a challenging campaign which, like the Tokyo Summer Games six months earlier, was heavily impacted by the Covid-19 pandemic which dictated much around the way the Beijing 2022 Organising Committee, the International Paralympic Committee and Paralympics Australia conducted their planning and Games delivery.

Extremely strict biosecurity rules meant entry into China required extensive evidence of Covid testing and compliance with specific 'Playbooks' which were developed by the International Olympic Committee, International Paralympic Committee and the Beijing 2022 Organising Committee. The Playbooks outlined the responsibilities of all Games participants and the rules that must be followed as they related to Covid safe protocols and behaviours. These protocols impacted all day-to-day operations within the Village and venues

Media were permitted entry to China to cover the event and, unlike Tokyo 2020, a controlled number of local spectators were permitted to watch events. However, travel restrictions placed on Australians meant that no families or friends of Australian Paralympic Team athletes were able to attend the Games.

Beijing 2022 had the added complexity of requiring the Australian Paralympic Team to be split across two Villages and venues for the duration of the Games. The Alpine team was accommodated at the Yanqing Paralympic Village below the Yanqing National Alpine Ski Centre, where the Para-alpine competition

took place. The Para-snowboard team was based at the Village at Zhangjiakou, near to the competition venue at Genting Snow Park. The Villages and venues were 1.5 hours and 2.5 hours from Beijing, respectively, which required Paralympics Australia to duplicate performance and administrative services and most logistics. Paralympics Australia relied heavily on the assistance of a locally based liaison officer as well as the NPC Assistants provided by the Organising Committee to assist in day-to-day operations, including translation.

It should be noted that Beijing 2022 coincided with the Russian invasion of Ukraine, which created a tense atmosphere in the Villages as the International Paralympic Committee and Member organisations held meetings to determine whether Russian and Belarusian athletes would be permitted to compete. The Australian Team was largely unaffected by these discussions, however Paralympics Australia President Jock O'Callaghan participated in lengthy meetings which ultimately concluded Russian and Belarusian teams would be removed from the Paralympic Villages prior to competition.

Amid these circumstances, as with previous Games, Paralympics Australia was ably assisted by the Australian Federal Police and Department of Foreign Affairs and Trade. Both agencies supplied expert staff to assist in the lead up with our Critical Incident Response planning activities and on the ground in China by ensuring we had excellent security and consular support.



Melissa Perrine



Games Delivery

Athletes and officials from the 2022 Australian Paralympic Alpine Skiing Team

Preparations for the delivery of the Australian Paralympic Winter Team to Beijing 2022 went into full swing immediately after Games Delivery staff returned from the Tokyo 2020 Summer Games. Between October 2021 and February 2022 several key deadlines were met with the Beijing 2022 Organising Committee across accreditation, accommodation, travel and freight.

Winter athletes and officials departed Australia in November for their final northern hemisphere training opportunities before their onward journey to China for the start of the Paralympic Games in February. Upon arrival into the Paralympic Village, athletes and officials received their team uniform which was supplied by R.M Williams (ceremonial wear), Karbon (outer wear), Jonathan & Fletcher (competition wear) and The Garment Exchange (casual wear).

The Games Delivery team worked closely with the Australian Olympic Committee to share resources for the Winter Games across freight, nutrition, look-and-feel and information technology.

Paris 2024 Planning

Milestones:

- After the Tokyo 2020 and Beijing 2022 Paralympic Games, the Games Delivery team sent post-Games online surveys to all athletes and officials. The surveys gave team members the chance to provide feedback on team services and their overall Games experience. A review of the feedback on uniforms from both Games will be analysed during the design phase of the



The Paralympics Australia delegation visits the Paris 2024 Paralympic Village

team uniforms for the next summer Games, in Paris.

- Planning for Paris commenced with monthly meetings with the Paris 2024 Organising Committee. Paralympics Australia continues to forge strong relationships with National Sporting Organisations, the National Institute Network, Department of Foreign Affairs and Trade and the Australian Federal Police, with the first campaign planning workshop to be held early next financial year.
- Kate McLoughlin, Paralympics Australia's General Manager, Sport, was the first official appointment to the 2024 Australian Paralympic Team, named Chef de Mission.
- In June, Paralympics Australia staff

conducted their first site visit to the Summer Games host city. During the visit the delegation formally met with the Organising Committee and representatives from the Australian Embassy in Paris. The visit included a tour of the Athletes' Village, which was under construction, and inspections of several competition venues. Paralympics Australia identified and booked the out-of-village hotel, which will be used to support the Australian Paralympic Team's operations and accommodation needs in Paris during the Games.

- Paralympics Australia has recently recruited a local liaison based in Paris, who will assist the Games Delivery team in planning and preparing over the next two years.

Paralympic Athletes' Village in Beijing





High Performance

Paralympics Australia, in conjunction with the Australian Institute of Sport, continues to strive to facilitate an innovative and united Australian high performance sporting system to achieve podium success at benchmark events including the Paralympic Games, World Championships and Commonwealth Games.

During the reporting period, the Australian Institute of Sport invested \$17.17 million in funding to 14 National Sporting Organisations and Paralympics Australia for their high-

performance Para-sport programs. The AIS invested an additional \$2.6 million in Performance Pathway, athlete wellbeing and engagement and other special projects delivered by NSOs.

Paralympics Australia invests in enhancing capability and delivering specialised expertise and support across NSO Performance and Pathways programs through our innovation and research, classification, coach development and pathways teams and performance support network.



Madison de Rozario

Paralympic Innovation and Performance Support

The Paralympic Innovation team’s primary function is to deliver specialised expertise across performance programs with a focus on projects that deliver multi-sport and multi-medal impact.

On this basis, the team continued to prioritise targeted and niche areas of sport science support, multi-medal innovation opportunities and applied research in skill acquisition, performance analysis, coach and athlete development, biomechanics and sports engineering. The team reviewed and built on successes and lessons from the Tokyo Paralympic Games, including establishing a ‘reimagining project’ to challenge what world-class daily training environment design can look like for wheelchair rugby and began the process of

establishing new ongoing and sustainable skill acquisition and coach development support for key sports.

Key projects included the completion of major athlete profiling and competition analyses for both the Summer and Winter Paralympic Games in collaboration with NSOs including boccia, Para-athletics, Para-archery, Para-badminton and winter sport. The team also worked closely to share lessons from the Tokyo Paralympic Games campaigns with the National Institute Network and NSOs through presentations at various institutes and national events (for instance, the AIS Decade of Development workshop). There was continued support and iteration of some major innovation projects such as Paralympic Connect, Automated Match Analysis (Table Tennis Australia/University of Adelaide),

and individual performance plan reimagination.

The Paralympic Innovation team took further steps towards the vision to establish themselves as a world leader in Paralympic sport innovation and applied research with many team members contributing to a world first text on talent development in Paralympic sport. The team continued to target multi-sport research in athlete and coach development, performance optimisation, athlete-equipment interfaces, and skill acquisition and established a fifth PhD program in 2022. Dr Eoin Murray joined the team to provide applied research support in Para-archery and completed the first phase of a coach education research program with Deakin University.

Members of the team presented at multiple national and international conferences and coaching symposiums, including the Korean Paralympic Committee International Sport Science Seminar, and published some seminal work in Para-sport across several peer-reviewed journals and book chapters.

Paralympics Australia continued to provide specialised expertise and advisory to NSOs and system partners through our Performance Support network across athlete wellbeing and engagement, seating solutions, nutrition, medical and strength and conditioning (in partnership with the South Australian Institute of Sport).

Para-sport

The key function of the Para-sport department is to advocate for and support the growth of Para-sport from participation through to targeted talent performance pathway initiatives. The department also

aims to support the achievement of Paralympic performance targets at Summer and Winter Paralympic Games through a structured and efficient targeted approach to talent identification and talent transfer in collaboration with our sporting partners and the National Institute Network at national and state level.

The Para-sport pathway remains fragmented with multiple entry points in addition to a non-linear pathway for athletes depending on their background and impairment type or characteristics. However, the Para-sport department plays a critical role in ensuring emerging athletes are connected to opportunities appropriate for their level of development and can obtain a classification to compete within the Para-sport pathway. The department continues to strive for a more efficient and collaborative delivery of the Para-sport pathway to ensure a critical mass will support a pipeline of talented athletes capable of reaching their potential at future Paralympic Games.

A review of the pathway in 2018 by Paralympics Australia in collaboration with research partners identified gaps in critical support required to advocate for and assist emerging athletes to navigate the barriers in early stages of the pathway. This was predominately due to the range of organisations and stakeholders delivering participation and competition opportunities; from state sporting organisations, state disability sport organisations, school sport programs and other providers directly funded through NDIS support programs.

Continuation of capital investment from Sport Australia in the Participation and Pathways space

throughout the reporting period allowed further significant impact in building capacity, influencing positive change and increasing the Para-sport knowledge of key “referrers” to Para-sport programs; including sport, education (including school sport sector), health and disability service sectors. Paralympics Australia endeavours to play a crucial role in delivering online or face to face ‘Para-specific’ education in addition to being a referral point for participants wanting to get involved in Para-sport across the country. The lifting of Covid-19 restrictions in most states towards the end of 2021 saw a significant uplift in capacity to deliver face to face sport and education events.

The AIS Pathways Workforce investment was continued throughout the reporting period with a shift in focus towards sporting pathway reviews via the AIS-led Pulse Project. As follow-up to these initial consultations, the Paralympics Australia Pathways team has been able to advise and support sports in their efforts to identify gaps in pathways and work towards solutions.

Of the seven athletes selected to the 2022 Australian Paralympic Team, five were products of Paralympics Australia’s previous participation, Get Involved and talent initiatives.

Despite Covid restrictions and limitations throughout the reporting period, the department delivered nine multi-sport Get Involved or more targeted bespoke sport initiatives, where we connect like sports with similar challenges to share lessons and participant data – in collaboration with our partners. Coupled with the delivery of these initiatives and ongoing interest driven by the 2021 delivery of the Team

to the Tokyo 2020 Paralympic Games, the department received 450 overall Para-sport enquiries, including 376 online registrations to participate in Paralympics Australia delivered Get Involved or Targeted Talent initiatives for Para-sport.

Get Involved and Targeted Talent sport initiatives coordinated and delivered by Paralympics Australia in the reporting period:

State/Territory	Events	Participants
Victoria	1	45
Western Australia	2	66
Queensland	1	58
South Australia	3	55
New South Wales	2	46

Throughout 2021-22, as more sporting opportunities opened up and travel restrictions eased, the focus remained on influencing the capacity and capability of sport participation programs, although more focus on talent is likely to influence how a number of programs and initiatives are delivered.

With a short turnaround to the Paris 2024 Games, the Para-sport department will continue to advocate for and deliver coach development opportunities and continue to support National Sporting Organisation ‘What It Takes To Win’ plans and profile successful impairment types which assist with fast tracking opportunities for talented athletes within the Para-sport pathway.

Coach Development

Paralympics Australia, in collaboration with the AIS and Sport Australia, sought to facilitate a united approach to Coach Development



A Paralympics Australia Come and Try Day

in Paralympic sport. In December 2021 Paralympics Australia invested in a Coach Development role which was subsequently funded by part of the AIS Pathways Solutions Grant Investment of \$402,000 over two years, with the purpose to explore and collaborate with system partners to increase impact and development opportunities for coaches in Paralympic Sport. The coach development team worked closely with the Para-sport Pathways, Innovation and High Performance teams to ensure maximum collaborative impact.

Coaches are fundamental to our success, including participation, development and Paralympic performance. With the individual high performance coach as the focus, Paralympics Australia works in partnership with the AIS, NIN, ASC,

NSOs and other system partners to understand their challenges and help create a sustainable approach to identifying, developing and retaining coaching talent.

As a result of the AIS Pathways investment into Paralympics Australia, some of the key initiatives delivered include:

- Collaboration with AIS High Performance Coach Development team to review and provide input to NSO Coach Development Strategy, Individual Coach Development Plan pilot, in addition to the AIS Pulse Project in collaboration with the broader Paralympics Australia Pathways team – ensuring a holistic view and approach to influencing NSOs’ Performance pathways;
- Advised on the new Sport Australia Essential Skills Coaching course;

- In a collaboration with Deakin University and other academic partners, commenced phase one of a two phase research project to better understand disability within Coach Education in Australia;
- Advised Queensland University of Technology Para-sport Coach Scholarship program;
- Assisted National Institute Network on staff employment processes within Coach and Talent Development;
- Led a Community of Practice with national Paralympic head coaches to explore enhancing coaching capabilities and building a connected coaches group in the Paralympic sport community.

Paralympics Australia was successful in attaining an additional AIS High Performance Coach Development grant (\$20,000) to further enhance understanding of the impact of Communities of Practice in coach development, with PA expanding on the connected coaches Community of Practice and partnering with the Tasmanian Institute of Sport to focus on developing coaches in Paralympic sport.

Paralympic Education Program

The Paralympic Education Program is designed to challenge learners’ perceptions and attitudes towards people with an impairment by inviting Paralympians into schools around Australia and teaching students about the Paralympic Games and Para-sports, thereby helping to increase inclusion through Para-sport. Since the program was launched in early 2020, it has reached over 400 schools across Australia and engaged with over 10,000 students through online and face to face activities.

The PEP continued to experience strong growth during the reporting period, with visits to 40 schools, including in rural and remote communities, giving more than 5000 students the opportunity to meet and hear from a Paralympian and experience a Para-sport. Through these visits the PEP has provided over 20 past and present Paralympians and Para-athletes with paid employment, as well as training and professional development opportunities.

During the Beijing Paralympic Winter Games, the PEP’s Set to Soar Artwork promotion received more than 100 submissions and 174 Paralympic Pen Pal letters from students nationwide were sent to our Winter Paralympians.

The PEP’s growth has continued amid the seamless transition of its administration in January 2022 from three-time Paralympian in goalball Jenny Blow, who returned to school teaching, to Ella Sabljak, who is also

a school teacher and represented Australia in wheelchair basketball at Tokyo 2020.

Para-Sport Equipment Fund

The Para-sport Equipment Fund program is an initiative between Paralympics Australia and Sport Australia which aims to address one of the most significant barriers to participation for people with a disability; the high costs associated with access to equipment required



A Paralympic Education Program school visit delivered by Paralympics Australia



A Paralympic Education Program visit

to participate in Para-sport. While the program provides funding for a range of levels within the pathway, priority is placed on increasing access to participation in early stages of the pathway.

No new rounds of funding were allocated throughout the reporting period. However in June 2022, Paralympics Australia secured an additional \$150,000 from the Toyota Community Project Funding which will be rolled out via three new rounds of funding in 2022/23.

Throughout the duration of the highly successful program, a total of 261 applications (143 individual applications and 118 program

applications) have funded over \$1 million towards the purchase or development of equipment required to participate in Para-sport.

CGA Grant for Para-Powerlifting

As part of Commonwealth Games Australia's goal to finish on top of the medal tally at the Birmingham 2022 Commonwealth Games, Paralympics Australia received funding grants of \$33,370 in 2020/21 and \$60,000 in 2021/22 to support the preparation of Para-powerlifting athletes likely to participate and with potential to contribute to medal outcomes in Birmingham.

Funding support enabled the engagement of a national coach

and supported the delivery of nationally approved competitions to assist athletes to qualify and obtain an international classification for Birmingham, in addition to the provision of powerlifting equipment to targeted athletes and international competition.

Paralympics Australia is extremely appreciative of the support provided to our Para-powerlifting athletes and team throughout the preparation for Birmingham 2022. The funding significantly contributed to Australia winning its first medal in Para-powerlifting at the Commonwealth Games since 2006, a bronze medal to Hani Watson.

Classification

Across the reporting period the Classification department planned and delivered activities according to the themes of the 2021/2022 Classification Strategy.

The Covid-19 pandemic continued to create challenges for sports to host domestic and international face to face athlete classification and classifier training opportunities. However, Paralympics Australia worked closely with sports to seek solutions to these challenges to reduce their impact.

Paralympics Australia played an integral role in the lead up to the Beijing 2022 Paralympic Winter Games including:

- Educating and advising National Sporting Organisations and National Sporting Organisations for People with a Disability programs about specific classification provisions for Beijing 2022;
- Minimising the number of athletes requiring classification in Beijing through supporting alternative opportunities to obtain international classification prior to the Games.

The development of an Education Framework was a major focus during the reporting period. Accurate and targeted classification education was a key need identified by stakeholders during the Paralympics Australia Classification Services Review in 2020. Key actions from the framework that have been pursued include:

- The design and development of a suite of multi-modal resources targeting a wide range of audiences;
- Partnering with Sport Integrity Australia to design and develop a Classification Fundamentals Course that is interactive, engaging and accessible to the public;

- The delivery of a two-day Classification Conference in Melbourne which brought together 49 stakeholders from a variety of organisations. The agenda of the conference focused on seven themes from the Paralympics Australia Classification Strategy and provided an opportunity for participants to share classification knowledge, exchange ideas and learn from others.

Partnering with the National Sports Tribunal for the handling of National Classification Appeals and Sport Integrity Australia to manage allegations of Intentional Misrepresentation was a significant step in ensuring classification integrity remains a priority for Paralympics Australia.

The International Paralympic Committee and its membership are in the process of reviewing the 2015 Athlete Classification Code. The Paralympics Australia Classification department worked closely with its stakeholders to gather feedback for

the first phase of the consultation process for the development of the new Code, due for release in 2025.

Paralympics Australia supported 24 Para-sports in identifying and addressing gaps to increase capacity, knowledge and expertise within each sport-specific or impairment-specific classification program. The department will continue to ensure the national classification system is compliant with the IPC Athlete Classification Code and evolves to ensure classification opportunities are accessible. There was a 32 percent increase in domestic classification numbers from the previous reporting year. Specifically relating to High Performance programs, Paralympics Australia developed a range of best practice resources and provided support through the engagement of experts to support the international classification process.

Paralympics Australia provided funding to 17 National Sporting Organisations to deliver classification activities.



A Paralympic Education Program visit

Para-sport Reports

High Performance Strategy

Paralympics Australia, in conjunction with the Australian Institute of Sport, promotes an innovative and united Australian high performance sporting system to achieve success at benchmark events including the Paralympic Games, World Championships and Commonwealth Games.

Paralympics Australia worked closely with key stakeholders, including National Sporting Organisations, the National Institute Network and Commonwealth Games Australia, to ensure Australian Para-athletes were prepared for successful campaigns at the Beijing 2022 Paralympic Winter Games and Birmingham 2022 Commonwealth Games, despite ongoing challenges associated with the Covid pandemic.

During the reporting period, the Australian Institute of Sport invested \$19,657,800 in funding to 14 National Sporting Organisations and Paralympics Australia for high performance programs, athlete wellbeing and engagement and other special initiatives.



High Performance Program managed by Paralympics Australia

Wheelchair rugby

International Federation: World Wheelchair Rugby (WWR)

Head Coach: Brad Dubberley

High Performance Operations Manager: Sam Allan

National Performance Director: Paul Kiteley

Benchmark Events between Oct 2021-Jun 2022: Nil

2021/2022 High Performance Investment: \$1,605,014
(2020/2021 investment \$1,409,216)

2021/22 Additional Funds (AW&E, Pathways): \$340,000

Report:

The national team, the Steelers, returned to competition after Tokyo 2020 with a five-game friendly series against club side Texas Stampede in Austin, Texas in March 2022. The series became an opportunity for a selection of up-and-coming players, as several senior players were unable to travel due to contracting Covid-19.

Among the debutants in Texas was Para-cyclist-turned wheelchair rugby aspirant Emilie Miller, who became the Steelers' second female representative after Shae Graham, who competed at the Tokyo Games.

In the final month of the reporting period, the Steelers competed in the bi-annual Canada Cup, in Vancouver. The tournament, though prestigious, served as a key development chance before the World Championships in Denmark in October.

The Steelers had mixed results, dropping matches to Paralympic champions Great Britain and the host nation, defeating France by two tries and then losing to Japan. The team scored a gutsy double overtime win over Denmark to finish the tournament in fifth place.

Domestically, the new six-club National League started in Melbourne in February, followed by rounds in Sydney in April and Brisbane in May. The winners were University of Queensland. The National Championships were held on the Gold Coast in June. The NSW Gladiators beat the QLD Cyclones 65-56 in the final.



Para-powerlifting

International Federation: World Para Powerlifting (WPP)

High Performance Program Manager/Coach: Simon Bergner

Program Manager: Tim Matthews

Program Coordinator: Kieran Courtney/Peter Brown

Benchmark Events between Oct 2021-Jun 2022:

2021 WPP World Championships, Tbilisi, Georgia (28 Nov-5 Dec), 2022 WPP Asia-Oceania Open Regional Championships, Pyeongtaek, South Korea (15-20 June).

2021/2022 High Performance Investment: \$0

(2020/2021 investment \$0)

CGA Funding of Paralympics Australia for Birmingham

2022 Coaching & Competition initiatives: \$60,000
(2020/2021 investment Coaching/Talent & Equipment \$33,370)

Report:

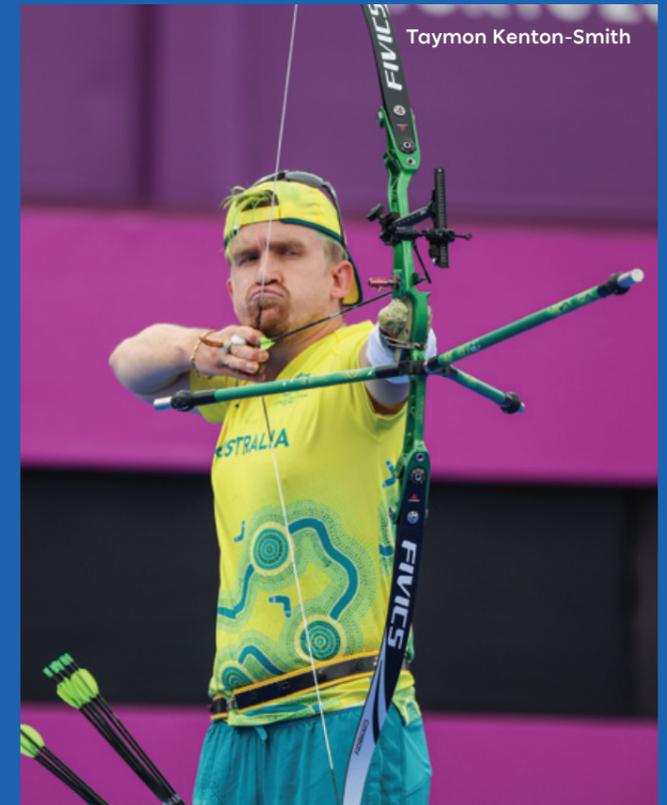
Australian Para-powerlifters competed at both benchmark events in the reporting period, in Tbilisi, Georgia and Pyeongtaek, South Korea. It was the first time in two years Australian Para-powerlifters had competed overseas.

A team of four athletes competed in Georgia in November 2021, where Hani Watson set an Oceania record lift of 120 kilograms and secured a top eight finish in the women's over 86 kilograms division. Teammate Kaia Scholl also set an Oceania record, in the women's up to 50 kilograms division. Watson, Scholl and Ben Wright came 10th in the new Mixed Teams event.

At the second benchmark competition, the regional championships in Pyeongtaek, Watson continued her improvement, setting a new Oceania mark of 126 kilograms to place third on Best Lift and second in the new Total Lift combined result. Experienced competitor Ben Wright also did exceptionally well to break his own Oceania record, set in 2015, in the men's up to 88 kilograms division. Yet another Oceania mark was set by Scholl in the women's up to 55 kilograms category, while Patricia Wallace managed a top eight finish in the women's up to 86 kilograms division. The all-women's team finished with a bronze medal to close out an encouraging regional championship.

Domestically, three WPP approved competitions took place during the reporting period, two in Wollongong at the National Strength Performance Centre owned by national coach Simon Bergner and the final event at Queensland Sporting Wheelies and Disabled Association gym facility in Brisbane, with International Classification taking place for Oceania participants.

These national competitions were specifically organised with backing from Commonwealth Games Australia's funding program for the Birmingham 2022 Commonwealth Games. Paralympics Australia is grateful to CGA for its support.



High Performance Programs managed by National Sporting Organisations

Para-archery

International Federation: World Archery (WA)

National Federation: Archery Australia

Head Coach: Ricci Cheah

High Performance Manager: Graeme Rose

Benchmark Events between Oct 2021-Jun 2022:

2022 World Para Archery Championships, Dubai, UAE (20-27 February)

2021/2022 High Performance Investment: \$430,878

(2020/2021 investment \$380,878)

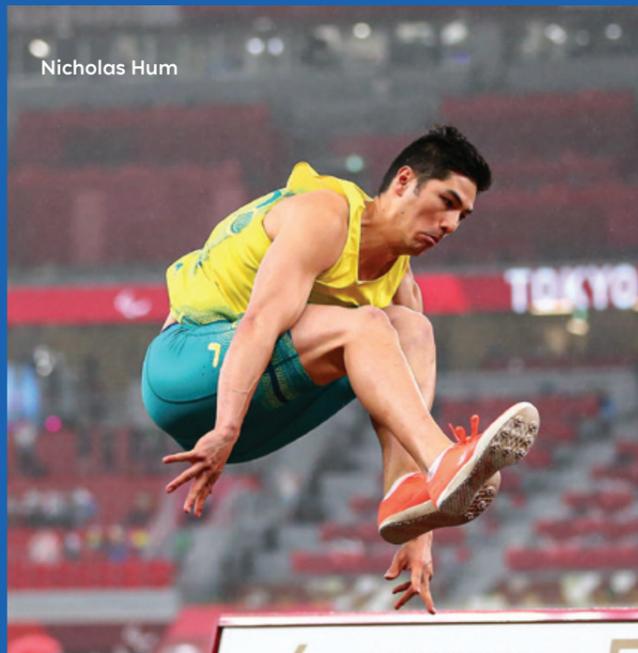
Report:

A team seven athletes and six team officials travelled to Dubai, UAE for the first world ranking event for the Paris 2024 Paralympic Games cycle. Australian duo Jonathan Milne and Garry Robinson won a silver medal in the men's Open Compound Doubles losing narrowly, 143-145, to Iran in the gold medal match.

Vision impaired competitor Craig Newbery succumbed in the bronze medal match to Italy's Daniele Piran, while Australian quarter-finalists included Imalia Oktrininda in the women's Recurve Individual Open, Milne in the men's Compound Individual Open and Christopher Davis in the men's W1 Individual. Davis became Australia's first male representative in the W1.

On the domestic scene, Archery Australia hosted the Oceania Para Invitational/National Championships at Waverley Archery Club in Victoria in April. All six events that comprised each competition were won by the same athlete: Ameera Lee (women's Open Recurve), Imalia Oktrininda (women's Compound), Taymon Kenton-Smith (men's Open Recurve), Jonathan Milne (men's Open Compound), Craig Newbery (VI I) and Chris Davis (men's W1).

Nicholas Hum



Para-athletics

International Federation: World Para Athletics (WPA)

National Federation: Athletics Australia

Paralympic Program Manager: Alison Campbell / Briody Murphy

High Performance Manager: Andrew Faichney

Benchmark Events between Oct 2021-Jun 2022: Nil
2021/2022 High Performance Investment: \$3,035,000
 (2020/2021 investment \$2,765,000)

Report

The wheelchair track and road squad attended two of the five WPA Grand Prix Series meets in the reporting period, five athletes going to Dubai, UAE in March and 12 to Nottwil, Switzerland in May.

In Dubai, podium finishes were achieved by Angela Ballard in the women's T54/53 100 metres, 400 metres and 800 metres, and Luke Bailey and Sam Carter, who came second and third respectively in the men's 100 metres T54 event, while Jake Lappin came fifth in the men's 400 metres T54 behind Carter in fourth. Sam Rizzo continues to build international experience with quality times in the men's 800 metres and 1500 metres T54 division.

In Switzerland the team had 11 podium finishes, featuring top performances by Madison De Rozario, who came first in the 1500 metres T53/54 and second in both the 800 metres and 5000 metres. Rheed McCracken (T34) achieved three podium finishes from three races, with second placings in the 400 metres and 800 metres, and third in the 100 metres, while Sarah Clifton-Bligh won the women's T33 100 metres and 800 metres. The other three podium finishes were shared among Sam McIntosh, who came second in the men's 100 metres T52, and Ballard (400 metres T53/54) and Bailey (100 metres T54) with third placings.

Domestically, Para-athletes contested several Athletics Australia Classic track and field meets on the east coast, including Michal Burian in the javelin, Todd Hodgetts in the shot put and Nicholas Hum in the long jump. Elsewhere, the Oceania Athletics Association hosted its title in Mackay, Queensland late in the reporting period, which included Youth, Juniors, Open, Masters and Para divisions. Athletics Australia selected 35 Para-athletes, mainly in the ambulant, vision or intellectual impairment categories and a handful of seated throwers.

Caitlin Dransfield



Para-badminton

International Federation: Badminton World Federation (BWF)

National Federation: Badminton Australia

Head Coach/Program Manager: Ian Bridge

High Performance Manager: Peter Roberts

Benchmark Events between Oct 2021-Jun 2022: Nil
2021/2022 High Performance Investment: \$0
 (2020/2021 investment \$0)

Report

From the start of the 2022 season, the Badminton World Federation introduced a new tournament structure in-line with its able-bodied structure. It set a system whereby world ranking points would be awarded based on the grading of the tournament a player competes in, with the Paralympic Games and World Championships at the highest level (Grade 1), followed by international tournaments with levels 1, 2 and 3, and other competitions, including continental championships and regional multi-sport events, as Grade 2 events.

During the reporting period Australian players contested two Grade 2 international tournaments. The first was held in Manama, Bahrain in May, and saw the return of Australia's two Tokyo 2020 Paralympic Games representatives Grant Manzoney, who contested the men's WH1 singles and men's WH1-2 doubles group stages, and Caitlin Dransfield who participated in the women's SL3-SU5 doubles, mixed doubles group stages and reached the semi-final of the women's SL4 singles.

The following week the international circuit moved to Dubai, UAE, where nine players represented Australia. Three players reached the knockout stages, Manzoney in the men's WH2 singles, Dransfield in the mixed doubles SL3-SU5 with partner Sunil Panwar from Indonesia, and Celine Vinot, who reached the semi-final of the women's SL3 singles event before losing to Manasi Girishchandra Joshi of India in a tough three set contest, 13-21, 24-22, 19-21.

Domestically, the National Championships were postponed and eventually cancelled due to the ongoing state/territory border restrictions as a result of the Covid pandemic during the first half of the reporting period.

Spencer Cotie



Boccia

International Federation: World Boccia (BISFed)

National Federation: Boccia Australia

Head Coach: Ken Halliday

High Performance Program Manager: Caroline Walker

Benchmark Events between Oct 2021-Jun 2022: Nil
2021/2022 High Performance Investment: \$227,412
 (2020/2021 investment \$227,412)

Report

During the reporting period Australia's BC3 players travelled to the World Cup (previously known as World Open) and World Challenger (formally known as Regional Open). At the World Challenger in Zagreb, Croatia in April, Spencer Cotie was our sole competitor after our other BC3 players withdrew due to illness. Cotie finished second in his pool with one win and one loss before losing to Belgium's Arno Van Praet in the quarter-final.

At the World Cup in Rio de Janeiro, Brazil in late April, Jamieson Leeson topped her pool but was knocked out in the quarter-final by Portugal's Ana Costa 2-3. On the men's side Daniel Michel and Cotie finished first and second in their pools, respectively, meaning they played each other in the quarter-final, with Michel emerging victorious. Michel went on to win the tournament with defeats over José Gonçalves of Portugal (5-2), and Mateus Carvalho of Brazil (5-1).

After the individual events the three Australians joined forces to win the BC3 pairs event with two straight wins in the pool rounds, followed by a BYE in the quarter-finals, a win over France in the semi-final (6-1) and then defeating the host nation 6-2 in the final.

Australia's strong results come as single gender individual events are replaced by mixed gender individual events at top level tournaments, meaning there will be four extra medals up for grabs at Paralympic level and at other major benchmark events.

While domestically Covid continued to disrupt activities in the first half of the reporting period, state titles were held in the second half in NSW and Tasmania and a cup tournament was held in Canberra.

Susan Seipel



Para-canoe

International Federation: International Canoe Federation (ICF)

National Federation: Paddle Australia

National Performance Director: Shaun Stephens

Head Coach: Shaun Caven

Program Manager: Tahnee Norris/David Foureux

Benchmark Events between Oct 2021-Jun 2022: Nil
2021/2022 High Performance Investment: \$845,294
 (2020/2021 investment \$540,294)

Report

An Australian team of seven athletes attended the Para-canoe World Cup in Poznan, Poland in May and brought home two gold and two silver medals, including a stirring win by Ben Sainsbury in the men's VL1 and gold to Susan Seipel in the women's VL2. Dylan Littlehales claimed silver in the men's KL3 and Seipel took silver in the women's KL2. Among the other notable performances, talent transfer athletes Kathleen O'Kelly-Kennedy and John Maclean scored encouraging results and newcomer Mark Daniels made the semi-final of the men's VL3 class. Dual Tokyo 2020 gold medallist Curtis McGrath was on a post-Games hiatus.

Domestically, due to Covid-related border restrictions only Grand Prix 2 went ahead, held at the Sydney International Regatta Centre in February, where both Paralympic (200 metres) and non-Paralympic (500 metres) distances were covered. In the Paralympic distance races, Littlehales won the men's KL, Maclean won the men's VL, and in the women races Seipel claimed both the KL and VL divisions.

The National Championship was set for a month later at the same venue as the Grand Prix. However, due to flooding on the Nepean and Hawkesbury River system, it was postponed. By the time the Championship was held, at West Lakes in Adelaide in mid-May, the national squad had left for Poland, leaving developing athletes the opportunity to shine.



Stuart Tripp

Para-cycling

International Federation: Union Cycliste Internationale (UCI)

National Federation: AusCycling

Head Coach/Program Manager: Warren McDonald

Benchmark Events between Oct 2021-Jun 2022: Nil

2021/2022 High Performance Investment: \$1,935,000 (2020/2021 investment \$1,385,000)

Report:

After recovering from her fall at the Tokyo Paralympic Games, Carol Cooke made a triumphant return to competition in May at the Para Road World Cups in Ostend, Belgium and Elzach, Germany. In Ostend, Cooke took out women's T2 Time Trial by a convincing 42.3 seconds and came second in the road race to long-time rival American Jill Walsh.

Domestically, Australia had several UCI sanctioned competitions on road and track, in conjunction with able-bodied competitions, with the integration of AusCycling across all disciplines. The first of these competitions was the Santos Festival of Cycling Para-Cycling Time Trial, held together with the women's able-bodied Santos tour through Williamstown, South Australia in January, where 16 riders battled the clock.

At the National Road Championships in Ballarat, Victoria in January and National Track Championships, held a week prior to Oceania Championships in late March, there was significant representation with nearly every class represented. It also included non-Para classes such as transplant, deaf and athletes with intellectual impairment participating across multiple championships.

The Oceania titles were held in Brisbane and Ipswich with the track events taking place at the Anna Meares Velodrome and the road events within the boundaries of City of Ipswich a week later. Of particular interest were the Vision Impaired track races for nomination towards the Birmingham Commonwealth Games featuring Jessica Gallagher and pilot Caitlin Ward, and Beau Wootton and pilot Luke Zaccaria. The road events were part of the selection process for the Road World Championships to occur in Baie-Comeau, Canada in August.



Amelia White

Para-equestrian

International Federation: Fédération Equestre Internationale (FEI)

National Federation: Equestrian Australia

National High-Performance Director: Chris Webb

High Performance Sport Coordinator: Stefanie Maraun

Benchmark Events between Oct 2021-Jun 2022: Nil

2021/2022 High Performance Investment: \$675,000 (2020/2021 investment \$475,000)

Report:

During first half of 2022, Australia had representation at five Classic Para-Equestrian International three-star (CPEDI3*) competitions in western Europe. At the Randbøl show in Denmark in March, Amelia White on Genius in Grade V achieved a podium finish, coming third in the Freestyle Test. White came fifth in the Individual Test and achieved a top 10 placing in the Team Test. In April in Waregem, Belgium, Matilda Carnegie on Boccelli 6 in Grade IV had two top five finishes.

The following month in Mannheim, Germany, Carnegie continue to show promise coming second in the Team Test and third in the other two test events. In June, Emma Booth (Grade III) joined the ranks competing on both Friday IV and Furst Deluxe alongside White at the Kronenberg show in the Netherlands. Booth finished with three seventh placings, while White achieved excellent scores in the Individual and Freestyle Test events, scoring a season best 73.40% in the latter. The final week of the reporting period saw all three riders compete at Grote-Brogel in Belgium, where Booth shone with a third-place podium finish in the Individual and a 73.25% score in the Freestyle Test.

Domestically, due to Covid-19 the CPEDI3* event that was scheduled for November 2021 at Boneo Park in Victoria was postponed twice before finally taking place in April 2022. The event drew good numbers across all grades – in particular Grade I which involved three riders for the first time – and included National level competition for developing riders. A second CPEDI3* event took place at Boneo Park with similar participation numbers.

A second national competition was held in conjunction with the annual able-bodied Sydney International Three-Day Eventing at the Sydney International Equestrian Centre in April, where Para-dressage riders were on a level playing field in stature and prize.



Meica Horsburgh

Goalball

International Federation: International Blind Sports Federation (IBSA)

National Federation: Goalball Australia

Head Coach: Simon Smith (women's program), Andrew Ridley (men's program)

Benchmark Events between Oct 2021-Jun 2022: Nil

2021/2022 High Performance Investment: \$0

(2020/2021 investment \$0)

Report:

With retirement of coach Peter Corr from the women's program – ending a 30-year contribution coaching Para-sport – Corr's assistant at Tokyo 2020, Simon Smith, took over as head coach looking to carrying on The Belles' success in reaching the quarter-finals at Tokyo.

Due to the pandemic, however, the Regional Championships in South Korea in March and the World Championships in China in June were postponed and relocated to Bahrain in July and Portugal in December, respectively, and will be reported on in the next reporting period.

Similarly, domestically the 2021 National Titles were cancelled in October. National team training camps took place, but mostly athletes trained within their own local club or state hub training environments.



Wayne Phipps

Para-judo

International Federation: International Blind Sports Federation (IBSA)

National Federation: Blind Sports Australia/Judo Australia

Benchmark Events between Oct 2021-Jun 2022: Nil

2021/2022 High Performance Investment: \$0

(2020/2021 investment \$0)

Report:

Since the start of the new Paralympic cycle, the sport has undergone a change in its body weight categories and classification structures, with only four weight divisions occurring across the entire weight spectrum for both men (-60kg, -73kg, -90kg, +90kg) and women (-48kg, -57kg, -70kg, +70kg), instead of the old seven Male and six Female events. It has introduced a two divisions per weight category grade structure, with a J1 division for those athletes who have less than 2% sight (B1), and J2 division for those athletes who are classified with less than 5% or 10% eyesight (B2/B3). This has allowed for fairness for the most severely impaired.

With the retirement of sole Australian representative Wayne Phipps after the Tokyo 2020 Paralympic Games the program is currently rebuilding with new pathways being developed. It is hoped that future prospects will emerge, including former goalball and athletics Paralympian Gerrard Gosens' daughter Taylor, who has the potential to represent Australia at the Los Angeles 2028 Paralympics.

Simon Albury (L) and Kathryn Ross (R)



Para-rowing

International Federation: World Rowing Federation (FISA)

National Federation: Rowing Australia

Head Coach: Gordon Marcks

High Performance Director: Bernard Savage

Benchmark Events between Oct 2021-Jun 2022: Nil

2021/2022 High Performance Investment: \$792,098
(2020/2021 investment \$499,597)

Report:

The benchmark event for the reporting period, the 2021 World Championship in Shanghai, China, was cancelled due to Covid-19. The first major international event in which Australia participated in the reporting period was the International Para-Rowing Regatta in Gavirate, Italy, in May 2022.

A team of six rowers and one coxswain represented Australia at Gavirate and competed in four of the eight events on the program. Erik Horrie finished third in the men's Single Scull (PR1) and the crew of Alexandra Viney, Jessica Gallagher, Nicholas Neales, Thomas Birtwhistle and cox Teesaan Koo came second behind Great Britain in the Mixed Coxed Four (PR3) event. In the non-Paralympic events Kathryn Ross finished second in the women's Single Scull (PR2) and duo Neales and Birtwhistle finished third in the men's Pairs (PR3).

Two weeks later the squad travelled to Belgrade, Serbia for the first World Rowing World Cup event for 2022, with Simon Albury joining the squad and partnering with Ross to win the Mixed Doubles Scull (PR2) event. Horrie continued to perform well winning gold, Ross took silver in the Single Scull, and the Mixed Coxed Four crew finished second once again behind Great Britain but reduced its time from 7:15:59 to 7:10:25.

In the final month of the reporting period Horrie remained in Europe to contest World Cup number two in Poznan, Poland, where he won the silver medal behind Italy's Giacomo Perini.

Domestically, the National Championship was moved from the Sydney International Regatta Centre in Penrith to Nagambie Lake in Victoria due to flooding in western Sydney. In the Single Scull events the winners were Gallagher and Neales in the PR3s, Ross and Albury in the PR2s and Horrie in the PR1.

Christopher Pitt



Para-shooting

International Federation: World Shooting Para-sport (WSPS)

National Federation: Shooting Australia

General Manager, High Performance: Adam Sachs

Paralympic Program Coordinator: Kurt Olsen/Catherine Berry

Benchmark Events between Oct 2021-Jun 2022: World Sport Para Shooting World Cup, Chateauroux, France 7-12 June 2022

2021/2022 High Performance Investment: \$480,252
(2020/2021 investment \$440,250)

Report:

A small contingent of four shooters (three rifle and one pistol) travelled to the first Paris 2024 Paralympic Games qualification event where 18 quota slots were up for grabs. However, no Australian shooters qualified for finals. Glen McMurtrie finished 15th in the men's R1 10 metre Air Rifle Standing SH1, Scottie Brydon and Anton Zappelli came 38th and 42nd, respectively, in the Mixed R6 50m Rifle Prone SH1 and all three combined in the Mixed R3 10 metre Air Rifle Prone SH1 event, with Zappelli (27th 628.1pts), Brydon (32nd 262.2pts) and McMurtrie (38th 625.2pts) attaining a team total of 1879.5 points to finish seventh. In the Pistol events Christopher Pitt finished 13th in the Mixed P3 25m Pistol SH1, and 24th in the men's P1 10 metre Air Pistol SH1.

Due to Covid-19, the Oceania Championships, due for November 2021 at the Brisbane International Shooting Centre in Belmont, Queensland was cancelled.

Domestically, endorsed competitions were held throughout Australia where possible. At the start of 2022 a new grading system was introduced for competitions as either Tier 1 or Tier 2. Many of these competitions involve Para-athletes competing alongside or in some cases against their able-bodied counterparts, particularly in prone events, on an even footing.

At the National Pistol Championships at the Yarra Shooting Club in Victoria in April 2022 all four Paralympic Games pistol program events were conducted with Pitt and Janelle Tanzer taking out the men's and women's P1 and P2 events, respectively, and in the distance events the P3 25m and the P4 50m events, Pitt claimed both wins. At the same time in Brisbane the Rifle National Championships were held with McMurtrie and Natalie Smith winning the R1 and R2 SH1 Standing events, respectively, and Zappelli taking out the R3 and R6 SH1 Prone events.

Ben Hance



Para-swimming

International Federation: World Para-swimming (WPS)

National Federation: Swimming Australia

Head Coach: Brendan Burkett

Paralympic Program Manager: Adam Pine

Benchmark Events between Oct 2021-Jun 2022: World Para Swimming Championships

2021/2022 High Performance Investment: \$2,250,000
(2020/2021 Investment \$2,140,000)

Report:

In the last month of the reporting period a team of 21 swimmers travel to the World Para-Swimming Championships in Madeira, Portugal. Australian swimmers won seven gold, 15 silver and nine bronze medals to finish seventh on the gold medal tally and sixth on total medals, with 31. Timothy Hodge was Australia's top medallist with two gold in the men's 200 metres IM SM9 (in world record time) and as part of the Mixed 4x100 metres Medley Relay 34pts team. Hodge also won bronze in the men's 100 metres Backstroke S9. Rowan Crothers was also a multi-gold medallist, taking out the men's 50 metres and 100 metres (championship record) Freestyle S10 events.

Other Australians to win a gold medal at Madeira were Ben Hance in the men's 100 metres Backstroke S14, Katja Dedekind in the women's 50 metres Freestyle S13 – both in championship record times – Paige Leonhardt in the women's 100 metres

Butterfly S14 (Oceania record) and the Mixed Relay team of Hodge, Keira Stephens, Emily Beecroft and Matthew Levy. In total, Australian swimmers snared one world record, five championship records and eight Oceania records.

In February, the second of the 2022 World Para-Swimming World Series events was staged in Melbourne, incorporated within the Victoria Open State Championships. Using the Multi-Class Point Score system, heats were held in the morning sessions with the top eight advancing to evening finals across 50 metres and 100 metres distances in all four individual strokes as well as longer distances of 200 metres and 400 metres Freestyle, and the 200 metres Individual Medley. Among the outstanding performances were Hance in the men's 100 metres Backstroke (1085pts), Hodge in the men's 200 metres Individual Medley (949pts) and Crothers in the men's 100 metres Freestyle (931pts).

For the second year running the Para Open National Titles were held in conjunction with able-bodied and Para Age National Championships in Adelaide. Hance almost broke his own world record, set in December 2021 at the Queensland State Championships in the men's 100m Backstroke S14, missing out by just .02 of a second. There were seven further performances above 950 in the multi-class point score system, including Brenden Hall in the men's 400 metres Freestyle S9, Crothers in the men's 100 metres Freestyle S10 and Jake Michel in the men's 100 metres Breaststroke SB14.

In preparation for the World Championships, Swimming Australia also held a Para-specific National Grand Prix meet on the Gold Coast in May.



Para-table tennis

International Federation: International Table Tennis Federation (ITTF)

National Federation: Table Tennis Australia

Head Coach: Alois Rosario

National Program Manager: Sue Stevenson

Benchmark Events between Oct 2021-Jun 2022: Nil

2021/2022 High Performance Investment: \$863,446

(2020/2021 investment \$496,947)

Report:

A team of 11 players travelled to the first ITTF Para-event for 2022, the Spanish Open, a Factor 20 event, in Platja d'Aro in March. The team finished fourth overall after winning four gold and three bronze medals. The gold medals were won by Lina Lei in the women's Singles Class 9 and Qian Yang in Class 10, as well as in the doubles with the two partnering in the 20-points class event. Yang had a clean sweep of all

medals on offer after partnering with Ma Lin in the Mixed Doubles 20-points class event. Also on the podium were bronze medallists Melissa Tapper in the women's Singles Class 10, Nathan Pellissier with partner Ma Lin in the men's Doubles 17-points Class, and Ma Lin also achieved a singles event podium finish with bronze in the men's Class 9.

In the first week of May a squad travelled to Saint-Quentin-en-Yvelines in France for the French Open, a Factor 40 event, where Samuel Von Einem scored a podium place in the men's Singles Class 11 and Australia's sole female representative Rebecca Julian partnered with Sophia Kelmer of Brazil to win gold in the women's Doubles 14-points class event.

On the home front, the National Open Tour integrated Para-athletes for the first time. The tour travels the country and competes for prize money alongside able-bodied players. Within the reporting period the tour went to Canberra, Melbourne and Sydney, and included standing and wheelchair Open Singles class events.



Janine Watson

Para-taekwondo

International Federation: World Taekwondo

National Federation: Australian Taekwondo

Head Coach: Bernie Victor

Benchmark Events between Oct 2021-Jun 2022: Nil

2021/2022 High Performance Investment: \$0

(2020/2021 investment \$0)

Report:

There has been little action in the Para-taekwondo program since Tokyo 2020, with a change in classification eligibility for the Paris 2024 Paralympic Games ruling bronze medallist

Janine Watson ineligible. Taekwondo Australia is still establishing its pathways and structures within the Para sport system, hopeful of encouraging future medal prospects.

The Paris Games medal program has increased from six events in Tokyo to 10 medal events in 2024, with five weight divisions now available for men (-58, -63, -70, -80, +80kg) and women (-47, -52, -57, -65, +65kg). There is a strong opportunity for significant regional representation with Oceania receiving its own qualification slots for athletes performing at a satisfactory international level.



Lauren Parker

Para-triathlon

International Federation: International Triathlon Union

National Federation: Triathlon Australia

High Performance Director: Justin Drew

Paralympic Program Manager: Kyle Burns

Benchmark Events between Oct 2021-Jun 2022: World Para Triathlon World Championships, Abu Dhabi, UAE, 5 October 2021

2021/2022 High Performance Investment: \$833,154
(2020/2021 investment \$688,154)

Report:

Australia's sole competitor Lauren Parker, in the women's PTWC class, won gold at the benchmark event during the reporting period the World Para-Triathlon World Championships in Abu Dhabi, UAE in November. The event closed out the 2021 season after the Oceania

Championships, due to be held at the Sydney International Regatta Centre in late November, was cancelled due to Covid-19 restrictions.

An all-men's team of six competed at the first World Series event for 2022, in Yokohama, Japan, where Australia won gold through Nic Beveridge in the PTWC classification and Justin Godfrey in the PTS3. Their results were consolidated by two top four finishes, by Jeremy Peacock (PTS4) and David Bryant

(PTS5), and two sixth placings, by Lian Twomey (PTS4) and Jonathan Goerlach in the Vision Impaired division.

In the last month of reporting period there were two World Cups, in Besancon, France and in A Coruna in Spain. Of the three Australians who competed in France only Peacock finished, taking fourth. Fortunes rose in Spain, where Peacock claimed silver, Jack Howell (PTS5) took bronze and former middle distance runner Sam Harding won bronze in the VI class.

Two events were held domestically amid Covid restrictions, the Oceania Para Cup in Davenport, Tasmania in February and the Oceania Championships in Newcastle, NSW in March. Across the two events three women and five men achieved back-to-back victories; Parker (PTWC), Molly Wallace (PTS5) and Caroline Baird (PTVI) in the women's events, and Beveridge (PTWC), Glen Jarvis (PTS2), Bryant (PTS5) and Harding (PTVI) in the men's events, along with Peacock, who was re-classified from PTS3 to PTS4 after the Oceania Para Cup.

The third major event in Australia during the reporting period, the National Championships at Runaway Bay Performance Centre on the Gold Coast, was held in April and experienced strong figures of 23 competitors, including athletes with intellectual disability. The overall winners (fastest across the line) were Baird in time of 34:27 in the women's and Howell in the men's in a time of 27:10.



Shaun Norris

Wheelchair basketball

International Federation: International Wheelchair Basketball Federation (IWBF)

National Federation: Basketball Australia

Head Coach: Craig Friday (women's & men's programs)

Paralympic Program Manager: Leigh Gooding

Benchmark Events between Oct 2021-Jun 2022: 2022 IWBF Asia-Oceania Zone Championships, Phuket, Thailand, 21-28 May.

2021/2022 High Performance Investment: \$1,481,252
(2020/2021 investment \$1,261,251)

Report:

At the benchmark event, the Regional Championships in Phuket, Thailand the men's and women's senior teams both won the titles and qualified for the World Championships, scheduled for late 2022. With a new-look line-up, the Gliders went undefeated with six wins in the all-round double-header

format. Georgia Munro-Cook was Australia's top scorer with 62 points, fifth in the tournament overall.

In the men's tournament, the Rollers finished second behind Iran on countback in the pool stage with four wins and one loss. In the knockout phase the Rollers defeated Saudi Arabia in the quarter-final 79-25 and South Korea 61-55 in the semi-final. Against Iran in the gold medal match, Australia led by two points at the final break and held their nerve to score a 56-50 win. Tristan Knowles was Australia's top scorer with 110 points, fourth in the tournament overall, including eight three-pointers.

Domestically, the National Wheelchair Basketball League and Women's National Wheelchair Basketball League returned after two years of postponements. However, due to the pandemic and ongoing uncertainty around travel and expenses, the tournaments experienced reduced numbers of clubs participating, meaning fewer rounds and pathway opportunities.



Dylan Alcott and Heath Davidson

Wheelchair tennis

International Federation: International Tennis Federation (ITF)

National Federation: Tennis Australia

Wheelchair Tennis Program Manager: Brenda Tierney /Danielle Gescheit

Benchmark Events between Oct 2021-Jun 2022: World Team Cup, Villamoura, Portugal – 2-8 May 2022

Other Benchmark Events between Oct 2021-Jun 2022: 2022 Australian Open, Melbourne, VIC (23-27 January), 2022 Roland Garros, Paris, France (31 May-4 June)

2021/2022 High Performance Investment: \$0 (2020/2021 investment \$0)

Report:

Australian of the Year Dylan Alcott played his final tournament at the opening Grand Slam during 2022, the Australian Open in Melbourne in January. Alcott reached the singles final in the Quad division where he was beaten by Dutch rising star Sam Schroder 5-7, 0-6. Fellow Australian Heath Davidson was also knocked out by Schroder in the semi-final. Alcott and Davidson teamed up in the Quad Doubles but lost to the No.1 seeds, Dutch duo Niels Vink and Schroder in straight sets. In the men's Open wheelchair division wildcard entrant Ben Weekes lost his opening round in the singles to Tom Egberink from the Netherlands with whom he partnered in the Doubles but also fell in the opening round.

At the other Grand Slam during the reporting period, Roland Garros in Paris, France in June, Davidson fell again to Schroder

in semi-final. He partnered with Bryan Barten from the US in the Doubles, but the pair lost to the No.1 seeds in the opening round.

Elsewhere, the Australian junior squad of Riley Dumsday, Saalim Naser and Ben Wenzel finished first in their group stage at the World Team Cup in Villamoura, Portugal in May. They defeated France in the semi-final 2-0 and Great Britain in a hard fought final 2-1.

Due to Covid restrictions the Summer of Wheelchair Tennis was held in Victoria, with the Melbourne Open (ITF Series 1) and the Victoria Open (ITF Super Series) both played at the Hume Community Tennis Centre in January. At the Melbourne Open, Davidson reached the quarter-finals in the singles and the semi-finals in the doubles with new partner Robert Shaw from Canada. In the men's Open division, three Australians progressed to second round in the singles but were each knocked out in the opening round of the doubles. In the women's Open division Para-taekwondo athlete Janine Watson was unable to progress beyond the opening rounds of the singles and doubles.

In the Super Series event, Alcott and Davidson played each other in the quarter-final with Alcott taking the win and eventual title, but the pair shared the doubles title together. The men's division saw Weekes once again reach the second round of the singles and in the women's division Watson was joined by Hayley Slocombe, though both were beaten in the opening rounds of the singles and doubles.



Rae Anderson

Winter sports

International Federation: World Para Alpine Skiing/ World Para Snowboard

National Federation: Snow Australia

Performance Pathway and Program Manager: Ben Wordsworth

Program Manager: Annie Geiger

Beijing 2022 Paralympic Games: Athletes: five males and four females

Result: 1 medal – 1 bronze

Other Benchmark Events between Oct 2021-June 2022: World Para Snow Sports World Championships – Lillehammer, Norway – 8-23 January 2022

2021/2022 High Performance Investment: \$1,263,478 (2020/2021 investment \$1,253,478)

Report:

Paralympics Australia delivered a team of seven athletes and two sighted guides to the Beijing 2022 Paralympic Winter Games to compete in Alpine Skiing and Snowboard. Ben Tudhope was Australia's sole snowboarder and only medallist at the Games, winning the bronze medal in the men's Snowboard Cross SB-LL2.

The highest placings achieved in Alpine came from Vision Impaired athletes Melissa Perrine (B2) with guide Bobbi Kelly in the women's Giant Slalom and Patrick Jensen (B2) with guide Amelia Hodgson in the men's Super-G, each placing sixth. Sit-skier Josh Hanlon made an impressive Paralympic debut, also placing sixth in the men's Slalom, while Rio 2016 Summer Games representative Rae Anderson (LW9-1) became the

seventh Australian to compete at both seasonal Games and came seventh in the women's Standing Slalom.

Team stalwart Mitchell Gourley (LW6/8-2) achieved 10th position in the men's Standing Giant Slalom and sit-skier Sam Tait completed the Giant Slalom course. Australia finished equal 17th on the gold and total medal standings.

Shortly before the Games, the World Championships in Lillehammer, Norway became the first multi-snow sport world championship, incorporating Alpine Skiing, Biathlon, Cross Country and Snowboard. Tudhope won bronze in the Dual Banked Slalom and silver in the Cross event.

On the Alpine slopes Jensen continued his strong build up to Beijing with three top 10 finishes, all in the speed events (Downhill seventh, Super-G seventh and Super-Combined eighth), as did Hanlon with two eighth placings in technical events (Giant Slalom and Slalom). Gourley also had a top 10 finish in Giant Slalom and three further top 15 finishes (Super-G 11th, Super-Combined 11th and Slalom 15th). Perrine was DNF in both technical events, while another Beijing prospect Jonty O'Callaghan was also DNF.

The 2021/2022 World Cup Series Snowboard was based in Northern Europe where Tudhope won three gold and one silver across Finland and Sweden. The Alpine group was in Europe and the United States with the group of Perrine, Gourley, Jensen, Hanlon, O'Callaghan and Tait contesting events in Steinach am Brenner, Austria and St. Moritz, Switzerland, and Anderson contesting North America Cup races in the US.

Sadly, days before heading to Beijing O'Callaghan suffered a concussion in a heavy crash on a training run at the team base in Austria. He also suffered a broken collarbone which required surgery, ruling him out of the Games.

Catherine CLARK
CEO
Paralympics Australia

Commercial and Marketing

Paralympics Australia generates a significant portion of its funding through commercial and marketing operations including sponsorship, fundraising, licensing and broadcast.

During the reporting period, the Commercial and Marketing division was responsible for generating more than \$11 million (FY22) in revenue for Paralympics Australia, representing 43 percent (FY22) of the organisation's overall funding.

During 2021/22 corporate sponsorship and broadcast revenue, including cash and value-in-kind (VIK) investments, constituted 60 percent of all commercial revenue, and fundraising activity (including trade promotions) contributed the remaining 40 percent.

The Commercial and Marketing Division is also responsible for leading, managing and growing the Paralympics Australia brand, marketing strategy, digital platforms and Customer Relationship Management (Salesforce).



The Australian Paralympic Team is one of the most engaging, versatile and unique marketing assets in today’s sponsorship landscape. After inspiring the nation with incredible performances at Tokyo 2020, the Team achieved the highest ever score for emotional connection of any Australian sports team (True North Research 2021 BenchMark findings). Our strong emotional connection provides immense value to our Partners who benefit from extremely high levels of brand sentiment.

Sponsorship and Broadcast

Paralympics Australia generated more than \$6.7 million in sponsorship and broadcast rights revenue during the reporting period despite the continued impact from Covid-related factors and an unprecedented five-year Games cycle. Sponsorship revenue consisted of sponsorship rights fees (cash and VIK), guaranteed fundraising contributions and cause-related marketing proceeds.

The majority of Paralympics Australia’s sponsorship and supplier agreements expired during the reporting period, which was also marked by the end of the Tokyo Paralympic campaign and in line with the cyclical nature of a Paralympic Games sponsorship program. As the beginning of a new Paralympic cycle started, renewal and acquisition were an important focus for the Commercial division.

As part of this work, Paralympics Australia reviewed its sponsorship hierarchy, framework, assets and benefits, and servicing plans and costs, to maximise sponsorship revenue opportunities, encourage sponsorship activations and deliver consistency across sponsor servicing heading into the new Paralympic cycle. Paralympics Australia renewed key sponsorships including the AIS, Toyota, Woolworths, Qantas, icare NSW and Mondelez during the reporting period.

Paralympics Australia’s delivery of the Beijing 2022 Winter Games Team, six



True North Research

months after the Tokyo campaign, included a sponsorship engagement program and activation support. Due to the challenges Covid-19 continued to present, Paralympics Australia sponsors did not travel to Beijing for the Games. As a result, sponsors amplified their Games time activation in Australia focusing on digital and social media channels. Sponsors also provided additional support and promotion of Paralympics Australia’s Games time Virtual Beanies fundraising campaign.

In addition to direct financial support, Paralympics Australia sponsors and suppliers continued to provide invaluable support, investing in activities such as:

- **Toyota’s** Foundation grant program, which provided PA the means to deliver three rounds of the Para-Sport Equipment Fund initiative during 2022.



A Paralympics Australia sponsor event

Major Partners	Official Partners	Official Supporters	Official Suppliers
Australian Government	Allianz	City of Sydney	Australian Medical Devices
Optus	Cadbury	Clayton Utz	Birkenstock
Royal Australian Mint	Citi	Commonwealth Games Australia	Garment Exchange
Sport Australia	Harvey Norman	Essendon Football Club	Jockey
Toyota	icare NSW	Goodman Foundation	Mizuno
Woolworths	Jumbo Lotteries	Isentia	Permobil
	Meat & Livestock Australia	National Disability Insurance Partners	R.M. Williams
	News Corp Australia		Speedo
	Qantas		
	Seven West Media		
	Uber		

- **Allianz’s** Athlete Buddy program, engaging Paralympians for a personal development opportunity through mentoring and building relationships with Allianz employees and drawing on their personal experiences of life and sport.
- **Harvey Norman’s** promotion and activation at four of Paralympics Australia’s Get Involved Multi-Sport Days in different states.

Paralympics Australia celebrated with and thanked sponsors and suppliers in-person following the Tokyo campaign at the end of 2021, which was the first in-person event in two years due to the pandemic.

Paralympics Australia is sincerely grateful to all its sponsors and suppliers, not only for their financial investment in the Paralympic Movement in Australia but for their increasing commitment to diversity and inclusion, advocacy for people with a disability and championing the Paralympic partnership within their organisations.

Brand, Marketing and Digital

The Brand, Marketing and Digital division is responsible for Paralympics Australia’s brand strategy and architecture, leading and executing end-to-end marketing strategies for all programs, Teams and products, as well as the management of digital channels including websites, email marketing and social media.

Key marketing and digital projects executed during the reporting period to strengthen brand connection, grow and retain our supporter base and convert audiences included:

- Beijing 2022 Paralympic Winter Games digital coverage and #ReadySetSnow campaign: team, co-captain and flagbearer announcements, athlete recognition before, during and after the Games, live results, celebration of key moments, ‘Aussies in Action’ daily previews with broadcast pointers, AUS Squad eDMs and the integration of fan engagement initiatives including the Paralympic Education Program’s PenPal and Set To Soar Artwork.

- Virtual Beanies fundraising campaign during the Beijing 2022 Paralympic Winter Games: concept design and marketing collateral, website build and integration across all channels, promotion across owned, earned and paid, and milestone tracking.



Partnering with Paralympics Australia

- Paralympics Australia Awards: full event branding and collateral development, digital and social media campaign development including live coverage on the night, and creation of four versions of the Event Program (print, braille print, digital and plain text).
- True North Research 2021 BenchMark findings campaign development across digital and social medial channels.

- Para-sport participation and pathways Multi-Sport and Talent ID days, including the development of promotional collateral, stakeholder toolkits, sponsor integration and digital/social media campaigns.
- Wheelchair rugby participation project including development of generic and bespoke 'get involved' assets, stakeholder toolkits and signage.
- Classification collateral development including sport information sheets, fact sheets, policies and guidelines.
- Coverage of Lillehammer Para-snow sports World Championships including live streaming set-up and community management, results and athlete recognition across digital and social medial channels.
- Coverage of World Para-swimming Championships including team and broadcast announcement, daily highlights, results and athlete recognition across digital and social medial channels.
- Coverage of wheelchair rugby Canada Cup including team announcement, results and athlete recognition across digital and social medial channels.
- Coverage of Birmingham 2022 Commonwealth Games team announcements.

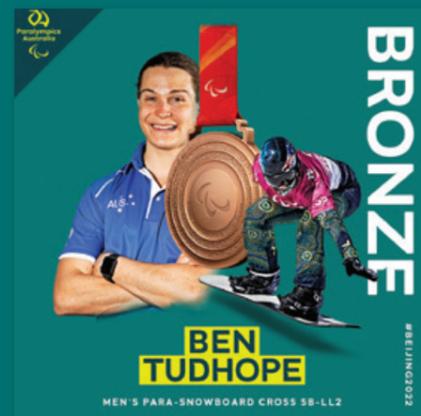


Virtual Beanies campaign

Social Media

Social media continues to be a key communication channel for our fans and supporters to connect with the Australian Paralympic Team and Paralympics Australia.

During the reporting period, Paralympics Australia successfully achieved above benchmark engagement rate percentage targets across primary consumer channels; Facebook 3 percent and Instagram 47 percent.



Community management and fan engagement continue to be a priority as we look to grow our engaged and captured audiences. Enquiries via our social media channels continue to increase as consumers turn to social media for their customer service needs. To assist with the management of this, PA onboarded with Sprout Social, an end-to-end social media management tool, in June 2022.

Website

During the reporting period paralympic.org.au generated 567,242 page views to 204,130 users from 195 countries.

Digital accessibility is a key consideration and requirement across all channels, particularly the website. Paralympics Australia

continues to partner with Monsido to assist with improving the accessibility of our website and work towards compliance with WCAG 2.2 standards.

Our Customer Relationship Management tool, Salesforce, remains important for data growth and understanding our customers. Key milestones achieved during the reporting period included the roll out of Salesforce to five new areas of the organisation, including Education, Commercial, Membership, CEO and Para-sport. A customised solution was built for the Para-sport team allowing efficient contact management and reporting on the Para-sport Pathway, and work commenced on a pilot Allied Health Referral Network program including automating data feeds and handling using Formstack forms.

Pages	URL	Views
Home Page	paralympic.org.au	69,879
Athletes	paralympic.org.au/athletes	47,484
Education	education.paralympic.org.au	22,568
Beijing 2022	paralympic.org.au/beijing2022	13,836
Play Para-sport	paralympic.org.au/play-para-sport	12,551
Make a Donation	paralympic.org.au/make-a-donation	10,098
Dylan Alcott	paralympic.org.au/athlete/dylan-alcott	8,548
Sport	paralympic.org.au/sport	8,108
About Us	paralympic.org.au/about-us	6,817
News	paralympic.org.au/news	5,529

Database and CRM: AUS Squad

Pages	URL	Views
Home Page	paralympic.org.au	24,425
Athletes	paralympic.org.au/athletes	13,987
Beijing 2022	paralympic.org.au/beijing2022	11,533
News How to watch Beijing 2022	paralympic.org.au/2022/02/how-to-watch-the-beijing-2022-paralympic-games/	5,207
Beijing Athletes	paralympic.org.au/beijing2022/beijing-athletes/	4,286
Play Para-sport	paralympic.org.au/play-para-sport	3,310
Beijing Schedule	paralympic.org.au/beijing2022/schedule-results/	3,062
Ben Tudhope	paralympic.org.au/athlete/ben-tudhope/	2,794
News AUS Team Announcement	paralympic.org.au/2022/02/australian-paralympic-team-named-for-beijing-2022-winter-games/	2,602
Sport	paralympic.org.au/sport/	2,359
Josh Hanlon	paralympic.org.au/athlete/josh-hanlon	2,221

Website activity during the year (top), and during the Games (bottom)



Virtual Seats

To capitalise on the increased traffic period during the Winter Games, the Division focused on implementing the lessons from Tokyo to strengthen our ability to capture new data and update existing data. This included the expanded use of our Audience Development Tool to assist with capturing web visitors. During the reporting period, we experienced 13 percent growth to our AUS Squad supporters. This database is nurtured with a monthly eDM which averages above benchmark open rates (27 percent).

Beijing 2022 Paralympic Winter Games

The Beijing 2022 Paralympic Winter Games marketing campaign (#ReadySetSnow) and Virtual Beanies fundraising campaign were activated across owned social media channels: Facebook, Instagram, Twitter, YouTube and LinkedIn, as well as across Seven Network and News Limited digital channels.

During the Games period, Paralympics Australia achieved above benchmark engagement rate percentage targets across its primary consumer channels; Facebook 3 percent and Instagram 159 percent.

Paralympics Australia created 125 Facebook posts and 106 Instagram posts (not including Stories) reaching 2,532,277 people on Facebook and 632,818 people on Instagram. The Slate Teams app supported our branded content delivery by helping us curate over 200 pieces of branded, uniform, channel-specific content.

The smaller team size allowed the Marketing team to operate in a true ‘test and learn’ environment with the ability to adapt and evolve executions and develop new content ideas in real-time.

During the Games period, paralympic.org.au generated 193,173 page views to 67,281 users from 156 countries.

To support the Virtual Beanies fundraising marketing campaign, a separate web platform was developed - donate.paralympic.org.au, and integrated across the PA website. The campaign website generated 33,716 page views to 18,496 users, raising \$215,600 and a total of 8,624 Virtual Beanies purchased.

Fundraising

A donation to Paralympics Australia is much more than the amount one gives. It helps ensure Paralympics Australia can send Australian Paralympic Teams to the Games and support the development of future generations of Para-athletes so they too can excel on the world stage.

Donating to Paralympics Australia is a commitment to changing perceptions of disability, giving the 20 percent of Australians who live with an impairment an opportunity to shine through sport and community programs.

As a charity, Paralympics Australia relies on donations from individuals and corporates to support our work.

Our focus during the reporting period was to engage and strengthen existing donor relationships and developing newly acquired relationships from the Virtual Seats and Virtual Beanies campaigns.

Ensuring donors feel appreciated and valued by Paralympics Australia is of utmost importance. It’s why we were delighted to connect and thank so many of our donors through our new Athlete Thank You initiative. After the Summer and Winter Games, Paralympians phoned donors to thank them for their support. The feedback we received from donors the athletes connected with was overwhelmingly positive.

In FY22, Paralympics Australia generated \$4.5 million in gross revenue through the following fundraising channels;

Direct Response Appeals:

Following the success of the Virtual Seats campaign that ran alongside the Tokyo Paralympics and generated \$2.3 million, Paralympics Australia launched an ambitious Virtual Beanies campaign in February to drive donations to support the Australian Paralympic Winter Team and future generations of winter athletes with a disability.

Similarly to the Virtual Seats campaign, the public could support the Team by purchasing a \$25 virtual beanie, which they could share on social media, showing their support and encouraging their network to support as well. The campaign yielded sales of 8,624 virtual beanies and \$215,600 raised.

During the reporting period Paralympics Australia delivered two other direct mail and email campaigns. The end-of-year appeal performed extremely well with a 180 percent increase in income year-on-year. Approximately half the donors came from the Virtual Seats campaign.

The Tax Appeal also exceeded budget and equalled the success of the 2021 pre-Tokyo Tax Appeal, raising \$116,000. The appeal featured the story of Grace, an eight-year-old who described attending a Paralympics Australia Get Involved Day as the “best day of her life!” after she met her hero Ellie Cole and discovered a love for wheelchair basketball. Grace has since joined a children’s wheelchair basketball competition. Encouraged

by messages of support sent back to Grace by donors to the appeal, Grace is now dreaming of competing for Australia at the Brisbane 2032 Paralympic Games.

Regular Giving:

Regular Giving is a vital source of income for Paralympics Australia and we are very grateful to our generous monthly donors. After the success of the Virtual Seats and Virtual Beanies campaigns, a regular giving acquisition program was undertaken to convert these new supporters into long term donors, supporting the sustainability of Paralympics Australia.

General Donations:

Ongoing support from the Australian public through unsolicited donations is crucial to the organisation and we thank all our donors for their commitment to Paralympics Australia and the Paralympic Movement.

Community Fundraising:

Community donations come from individuals and groups holding various fundraising activities. From office Mini-Paralympics to Rising Phoenix watch parties, Green and Gold donation days to physical activity challenges, our dedicated fundraisers engage with the Paralympic Movement, spread awareness of the cause and raise vital funds. Paralympics Australia particularly notes the support of schools and small businesses during the reporting period.

Corporate Fundraising:

We thank the Paralympics Australia sponsor family and the many companies that gave generously to Paralympics Australia through their fundraising, workplace giving and/or cause related marketing campaigns. We would like to acknowledge those



Grace with her hero Ellie Cole

who got behind the Tokyo Games Virtual Seats and Beijing Winter Games Virtual Beanies campaigns, sharing with their networks and making valuable contributions:

- Essendon
- Toyota
- Citi
- Entain Group
- Shaw and Partners

Trade Promotions:

Gross trade promotions revenue for the reporting period was \$963,490. Two trade promotions were carried out during the reporting period. The first was Jumbo Lotteries, the other was the National #11 campaign which concluded in December and was a ‘Support, Save and Win’ promotion, providing supporters access to purchase discounted loyalty deals and a free chance to win a major prize.

The Paralympics Australia Fundraising division wishes to express deep gratitude to all the individuals and companies who supported Paralympics Australia during the reporting period. We rely on your generosity to continue our important work. On behalf of all our athletes, thank you.

Thank you Australia!



Together we have bought
8,624
virtual beanies
and raised
\$215,600

 www.paralympic.org.au

Thank you for your ongoing support and dedication to the Paralympic movement.



Your commitment as a regular donor means so much to us. It's your promise to our Paralympic heroes. It's your support of an athlete's dream. It's your pledge to create the next generation of Paralympic superstars and it's your opportunity to show Australians with a disability that you believe in them.



Communications



Paralympics Australia's Communications division consolidated and built upon the unprecedented advances made during the Tokyo 2020 Games cycle, strengthening links with Australian media and further boosting the public presence and reputation of Australian Paralympic Team members and Paralympics Australia programs.

The Communications division's core responsibilities are to manage media and public relations, facilitate media rights and broadcast operations and produce engaging content across multiple platforms telling the stories of our athletes, organisation and the Paralympic Movement. It also strives to enhance Paralympics Australia's standing as an advocate for inclusion, diversity and as a facilitator of increased participation in sport by people with a disability.

In pursuing these responsibilities, the Communications division builds Paralympics Australia's fanbase and

brand across social media, including Facebook, Instagram, Twitter, LinkedIn and YouTube, enabling the Commercial and Marketing, Government and Stakeholder Engagement and Corporate divisions to build relationships with current and potential sponsors, benefactors and government bodies and representatives. These relationships are necessary to achieve favourable outcomes in profile, reputation and revenue growth.

Key communications projects executed during the reporting period included:

Australian Paralympic Team – Tokyo 2020

- Media support for state-based Welcome Home events in Queensland, Western Australia and NSW;
- Coverage of the retirements of several athletes including Paralympic gold medallists Scott Reardon, Katie Kelly, Jason Lees, Josh Hose and Dylan Alcott, and coach Peter Corr.



(L-R) Libby Kosmala, Stan Kosmala, Danni Di Toro at the Paralympics Australia Museum

Australian Paralympic Team – Beijing 2022

- Production and delivery of major publications the Beijing 2022 Media Guide and Team Handbook;
- Production and updating of Team member athlete profiles on the PA website;
- Delivery of extensive media activity for key milestones including:
 - Team announcement;
 - Team Co-captains;
 - Opening and Closing Ceremony flagbearers;
- During the Games period, Paralympics Australia's four-member media team produced:
 - more than 40 written reports and features;
 - 25 videos;
 - Approximately 1,000 high resolution images;
- Additionally, the Paralympics Australia media team:
 - serviced the Seven Network as the sub-licensee of media rights;
 - actioned hundreds of media requests;
 - submitted content to PA's Commercial team for sponsor servicing, fundraising and digital marketing activities.
- Messaging around Paralympics Australia's stance on Russian and Belarusian involvement in Beijing 2022, as well as other extraordinary issues.

Paralympics Australia

- Delivery of Paralympics Australia's 2021/22 Communications strategy;
- Production and delivery of the 2020/21 Paralympics Australia Annual Report;
- Extensive high quality written feature content aimed at raising the profile of Australian Paralympic athletes;

Paralympian Jonty O'Callaghan and Johanna Griggs, who presented the Seven Network's Beijing Paralympic Games coverage



- Delivery of audio-visual, photographic and extensive written content as well as acquisition of artefacts and display items for the Glory and Fame Sports Museum at Essendon Football Club;
- Editorial and promotion of Paralympics Australia's Paralympic Innovation Team projects;
- Coverage of the Paralympics Australia's wheelchair rugby high performance and development programs including:
 - Training camps, selections for events;
 - Coverage of tournaments including the 2022 Canada Cup and 2022 Texas Invitational Event
- Coverage of Australian Paralympic Hall of Fame Inductions;
- Execution of media and communication elements of the 2022 Paralympic Australia Awards including:
 - Announcement of nominees and winners;

- Delivery of media releases, video, photography;
- Delivery of speeches, scripts, talking points
- Announcement of departing CEO Lynne Anderson and incoming CEO Catherine Clark;
- Announcement of Kate McLoughlin as Chef de Mission of the Australian Paralympic Team for Paris 2024;
- Shared announcement with the International Paralympic Committee of PLY post-nominals

- for Paralympians. Paralympics Australia facilitated the first PLY post-nominal, which was provided to 1960 Paralympic Team Member and five-time Paralympian Kevin Coombs;
- Editorial and photographic support for Paralympics Australia's nationwide series of Come and Try Day events;
- Editorial support for Paralympics Australia's Para-sport Equipment Fund;
- Copywriting and editing of content for Paralympics Australia's Sponsorship and Fundraising material;
- Crisis Management.

Audio-Visual Content

- In addition to Games, commercial and editorial video coverage, Paralympics Australia's Communications division led the compilation and delivery of several other audio-visual content projects including:
 - 'What is Paralympic sport' – a series of 30 videos which provides an overview of each Summer and Winter Paralympic sport in addition to general profiles of Para-sport, Para-athletes and classification;
 - 'Table Tennis Coaching Series' – a joint project between Table Tennis Australia and Paralympics Australia with support from the AIS;
 - 'Wheelchair Rugby Recruitment Series' – produced for PA's wheelchair rugby program to educate, engage and provide tools to share with stakeholders to increase participation from athletes, coaches, clubs, officials, classifiers, health professionals and other providers;



Sam Tait

- The Communications division continued to collaborate and direct content produced by video production company Good Shout throughout the reporting period.

Paralympics Australia Athlete Commission

- Coverage of election of new members, including Sarah Stewart as its new Chair;
- The appointment of Kurt Fearnley to the Governing Board of the Brisbane 2032 Organising Committee as the Paralympian selected by Paralympics Australia's Athlete Commission.

Brisbane 2032

- Appointments to the Board of the Brisbane 2032 Organising Committee including Paralympics Australia President Jock O'Callaghan, Paralympian Kurt Fearnley and International Paralympic Committee

- Governing Board member Robyn Smith;
- Ongoing Paralympics Australia representation on the 2032 TaskForce Communications Working Group with other Games partners. Regular meetings took place during the reporting period.

Media Rights

- Beijing 2022 Winter Paralympic Games:
 - Negotiation and extension of Paralympics Australia's relationship with Seven West Media for the Beijing 2022 Winter Games for the fourth consecutive Paralympic Games;
 - Execution of the most comprehensive Winter Paralympics coverage in Australian history. Competition was shown live on 7Plus for the first time;



Capturing content with members of the Australian Para-table tennis team

- Delivery of video assets and communications support for the 'Virtual Beanies' campaign, which also aired on Seven during the Olympic Games for the first time.
- 2022 World Para-Swimming Championships – Maderia, Portugal
- Negotiation and delivery of Media Rights to Seven West Media. Racing was shown live and exclusive on 7Plus with excellent editorial support provided by the Seven Network.
- Paris 2024 Summer Paralympic Games
- Commencement of Paris 2024 sales strategy with the International Paralympic Committee.

The Communications division also produced coverage of other notable Para-sport stories, including but not limited to:

- The induction of Libby Kosmala into the Sport Australia Hall Of Fame;
- The Seven Network's coverage of the Tokyo 2020 Paralympic and Olympic Games being awarded the Logie for Most Outstanding Sport Coverage;
- The passing of 1960 Paralympian Bruno Moretti;
- The establishment of the Matthew Robinson Scholarship in partnership with Disabled Wintersport Australia and the Robinson family;
- The election of Robyn Smith to the Governing Board of the International Paralympic Committee;
- Australian Day Honours including Order of Australia Medals awarded to Tokyo 2020 Paralympic gold medallists;
- The release of a report by research agency Gemba which revealed record levels of engagement with viewers and significant growth in the marketability of Australian Paralympic Team members following the Tokyo 2020 Games;

- The release of a report by True North research which revealed the Australian Paralympic Team was the No.1 national team for emotional connection, pride, trust and respect.
- PA Communications facilitated exclusive interviews for Seven News with prominent fans of Australian Paralympic sport including musicians Jimmy and Jane Barnes and comedian Adam Hills.
- The announcement of Paralympian Dylan Alcott as Australian Of The Year;
- Confirmation of \$10.6 million in Federal Government funding to support the preparation and delivery of the 2024 Australian Paralympic Team;
- Editorial welcoming the appointment of Anika Wells MP as Federal Minister for Sport after the 2022 Federal election.

Paralympics Australia Museum

The establishment of the Glory and Fame Sports Museum in Melbourne was the culmination of a major project undertaken by Paralympics Australia's Communications division in conjunction with Essendon Football Club.

The museum was opened in December 2021 at a function attended by Federal Minister for Sport Richard Colbeck, Paralympics Australia President Jock O'Callaghan, Paralympics Australia Hall of Fame member Libby Kosmala, six-time Paralympian Danni Di Toro and other dignitaries.

The aim of the museum is to celebrate the Australian Paralympic Movement's athletic, technological and cultural history and to educate and inspire new audiences. The museum is a collaboration between PA, Essendon FC and the National Aboriginal and

Australian media coverage by newsfeed

Year	Print	Radio	Television	Online	Total
2009/10	7,196	1,345	607	607	9,784
2010/11	6,550	856	761	761	8,482
2011/12	6,313	1,997	1,434	1,434	12,101
London 2012*	4,178	26,489	30,032	2,284	63,343
2012/13**	5,643	3,559	1,269	1,565	12,036
2013/14	5,808	956	428	1,443	8,635
Sochi 2014*	480	3,738	1,770	6,214	12,202
2014/15	7,877	1,292	705	2,541	12,415
2015/16	8,320	2,076	1,231	4,234	15,861
Rio 2016*	1,772	20,337	18,585	8,696	49,390
2016/17**	4,567	1,628	1,096	4,485	10,816
2017/18	4,996	3,264	1,667	5,698	15,625
PyeongChang 2018*	362	3,304	2,556	1,384	7,336
2018/19**	4,927	1,925	1,331	7,540	15,075
2019/20	4,460	1,763	1,317	8,599	16,259
2020/21	4,109	3,361	1,555	12,406	21,431
Tokyo 2020*	4,082	10,635	3,138	12,393	30,248
Beijing 2022	1,610	2,955	1,179	4,332	10,076
2021/22***	4,389	6,427	2,626	10,874	24,316

Source: Isentia
 * Reporting period was the three-month period surrounding the Paralympic Games
 ** Reporting period covers the period following the Paralympic Summer Games (1 October to 30 June)
 *** Reporting period is inclusive of the 2022 Paralympic Winter Games



Johanna Griggs and Dylan Alcott at the Paralympics Australia Awards

Torres Strait Islander Sports Hall of Fame and features information, history and artefacts from each organisation.

Paralympics Australia's displays include extensive written, photographic and audio-visual material. It features a selection of unique personal artefacts acquired by PA by loan or otherwise from current and former Paralympians including:

- Louise Sauvage's Barcelona 1992 racing suit;
- Michael Milton's Salt Lake City 2002 skiing jumper;

- Libby Kosmala's New York 1984 shooting gold medal;
- Siobhan Paton's Sydney 2000 world record certificate and honorary stamp sheet;
- Kurt Fearnley's Sydney 2000 racing chair;
- Dylan Alcott's Rio 2016 tennis racquet;
- Daphne Hilton's Rome 1960 Australian Team blazer;
- Scott Reardon's Tokyo 2020 racing prosthesis;
- Curtis McGrath's Tokyo 2020 canoeing oar.

The Glory and Fame Sports Museum is a prominent feature of stage two of a \$21.5 million state-of-the-art training and administration centre at The Hangar, a facility shared by Essendon FC and Paralympics Australia. The development includes accessible dormitory accommodation which will be used to house Para-athletes and training facilities which will host Paralympics Australia high performance camps, talent search initiatives and events and programs aimed at increasing participation in sport by people with a disability.



Grant 'Scooter' Patterson

Government and Stakeholder Engagement

Paralympics Australia's Government and Stakeholder Engagement division developed and maintained relationships with relevant organisations, shared information about activities and sought funding and advocacy opportunities throughout the reporting period.

The division also facilitated various events in partnership with government and other stakeholder groups and deepened Paralympics Australia's links with Sport Australia, the AIS, National Institute Network, Australian Olympic Committee, Commonwealth Games Australia and Member Organisations.

Among the results of these activities were funding outcomes, including a Performance Pathways Strategic Investment and Workforce grant for \$722,000 for FY23/24, and National Sporting Organisation Infrastructure grant of \$105,000 awarded for the wheelchair rugby program administered by Paralympics Australia.

Key activities and achievements in Government and Stakeholder Engagement during the reporting period included:

- Australian Paralympic Team Tokyo 2020 gold medallists each received an Order of Australia on Australia Day 2022, a recognition initiative coordinated by Paralympics Australia;
- Organised a Welcome Home event for the Governor General and Mrs Hurley to meet Paralympics Australia athletes and staff and organised state-based Welcome Home events;



The inaugural meeting of the Brisbane 2032 OCOG Board

- Organised and administered the Tokyo 2020 Games medal reward funding communications with athletes and sports (total funding \$1.010 million);
- Successfully advocated for Federal Government support to provide medal reward bonuses for Australian Paralympic Team members at the Beijing Games;
- Advocacy for Federal funding support for the preparation and delivery of the Australian Paralympic Team to the Paris 2024 Games;
- Indigenous and Torres Strait Islander athletes were celebrated when the Queensland Parliamentary Friends of the Olympic and Paralympic Movements gathered at the Parliament of Queensland in Brisbane. Ahead of Reconciliation Week, the event was an opportunity for the Queensland Parliamentary Friendship Group to acknowledge the influence Indigenous Paralympians and Olympians have had on sport, as well as reflect on future opportunities;
- Strengthened international relationships through a range of meetings during the Beijing 2022 Winter Paralympics, including with the International Paralympic Committee, National Paralympic Committee members and our global sponsors who were in attendance;
- Engaged by Games partners in various focus groups around legacy planning for the 2032 Games;
- Finalised Paralympics Australia policies to adopt for the Sport Integrity Australia National Integrity Framework;
- Maintained strategic links with Pride in Sport, Sport Integrity Australia, the Australian Sporting Alliance for People with a Disability;
- Joined Paralympics Australia to the Sport Environment Alliance;
- Represented Paralympics Australia on a range of Brisbane 2032 Committees and working groups, including the Olympic Candidature Executive Group, B32 Benefits Realisation Group and other Legacy Committees and planning workshops.

Corporate Operations

Governance

Paralympics Australia welcomed the introduction of Sport Integrity Australia's National Integrity Framework in June 2022.

A working party was created in 2020 with Sport Integrity Australia, the National Sports Tribunal, the Australian Olympic Committee and Commonwealth Games Australia to assist in the development of a fully independent framework to address issues and safeguard Australian sport.

The National Integrity Framework provides a suite of policies that protect all participants in sport and includes areas including safeguarding children, member protection, competition manipulation and sports wagering and the misuse of drugs. It seeks to protect the integrity of Australian

sport – from elite competition through to the grassroots.

A key piece of the framework is a Complaints, Disputes and Discipline Policy, which details an independent and efficient complaints handling model whereby Sport Integrity Australia will be able to assess, investigate and manage complaints and the National Sports Tribunal will manage dispute resolution.

The Governance committee oversees Paralympics Australia's governance performance, including our performance against the Sport Governance Standards Self-Assessment. As part of this continued improvement process, a position description for the role of Paralympics Australia President has been endorsed by the Board (see below).

Paralympics Australia is committed to developing and evolving our systems, processes, programs and policies to safeguard the integrity of our organisation and those involved at all levels of Para-sport.

Paralympics Australia Board

The Board is responsible for Paralympics Australia's governance, which is based on an understanding and respect of roles, responsibilities and authorities set within the Board structure and the management and control of the organisation with a commitment to developing and evolving systems, processes, programs and policies to safeguard the integrity of our organisation in line with our key policy values.

POSITION DESCRIPTION

President and Independent Chairman

Role

The President and Independent Chairman (President) is appointed by the Board or Paralympics Australia (PA), who at their discretion may at any time remove the President and elect another Director as the President of the Board.

The President is responsible for leading the Board and maintaining a focus on strategic matters, overseeing PA's business and maintaining high governance standards. The President fosters the effectiveness of the Board, its Committees and individual Directors. The President is also responsible for ensuring there is effective communication with management and with the Athletes' Commission, as well as acting as a sounding board for the CEO. With the support of the CEO and Company Secretary, the President ensures the Board receives accurate, timely and clear information.

Responsibilities

The President's responsibilities include

- Leading, chairing and overseeing the performance of the Board and playing a pivotal role in the creation of the

conditions necessary for overall Board and individual director effectiveness;

- Promoting and overseeing high standards of governance within the Board and within PA;
- Acting as a sounding board and mentor to the CEO;
- Providing advice and coordinating time-sensitive decision-making and communications in response to major issues and crisis management as and when required;
- Membership of Board Committees, which may include chairing standing or temporary committees of the Board;
- Appearing as a spokesperson for PA Paralympics movement in the media and in various events and forums;
- Representing PA at IPC General Assemblies, IPC Extraordinary General Assemblies, IPC Membership Gatherings and both Summer and Winter Paralympic Games;
- Representing PA's interests as part of any role on the Brisbane 2032 Olympic and Paralympic Games Organising Committee (Brisbane 2032) or its sub committees, advisory groups, recruitment panels, commissions, public speaking roles and media commitments;

- Relations with the IPC President, IPC Vice President, IPC Governing Board members, other NPC Presidents, the IPC CEO and IPC senior executives.
- Representing PA and contributing to strategic initiatives of the Oceania Paralympic Committee, and leading relationships with the President and Board members.
- Relations at President level with NSOs responsible for para sports programs, NSODs, and relevant regional and international sporting federations;
- Representing PA in their relationships with the Australian Olympic Committee and Commonwealth Games Australia
- Representing PA in their relationships with Federal and State Governments including Parliamentary Friends and other interest groups;
- Guiding the agenda and conduct of PA annual general meetings and other meetings;
- Reporting to the PA Board at each meeting on developments within the Paralympic movement; and
- Assisting Australian candidates for positions on the IPC Governing Board, IPC Athletes' Council and IPC Committees.

The President role is an honorary position, as is the case for all PA Directors.



The Australian Gliders

The Paralympics Australia Board met six times during the reporting period. Attendance by Board members was as follows:

Name	No. of meetings attended
Jock O'Callaghan	6/6
John Hartigan	5/6
Rosie King	3/3
Helen Nott OAM	3/3
Annabelle Williams*	3/5
Lachlan Harris	5/6
Tim Carmody AM KC	4/6
Rebecca Frizelle	4/6
Grant Mizens	6/6

*Annabelle Williams is currently on leave of absence.

Alison Creagh and Kate Jones were appointed to the Board on June 22, 2022. No board meetings were held from this time to June 30.

The Board, management and staff wish to thank and acknowledge the service of Directors Helen Nott and Rosie King. Helen and Rosie resigned from the Board this year after six years of service, with additional contributions to the Audit and Risk Committee and Nominations and Remuneration Committees, respectively.

Annual General Meeting

Paralympics Australia's Annual General Meeting was held on December 8, 2021 in an online format again due to border restrictions and health advice. With 19 member organisations in attendance, the Annual Report and Finance Report were adopted unanimously.

Under Paralympics Australia's Board rotation policy, which is in line with Sport Australia's Mandatory Governance Principles, Director John Hartigan was nominated for

re-election. This motion was adopted unanimously.

Human Resources

The reporting period has been a time of transition and growth for our people. The Covid environment continued to challenge how we worked within a unique situation where our team delivered a Summer and a Winter Paralympic Games in a six-month period. Internally, Paralympics Australia transitioned Chief Executives, providing the ability to inspire and unleash new ways of thinking as we build and strengthen Paralympics Australia's push towards Paris 2024 and beyond.

Despite the challenges and changes, our employee engagement scores continued to show the commitment and resilience of our people, with 98 percent indicating they enjoyed working with Paralympics Australia and the role they undertake and 91 percent indicating they would recommend the organisation to others as a great place to work.

Overall staffing levels remained stable when compared to the last financial period. As of June 30, 2022 Paralympics Australia had 49 staff members comprising a gender split of 53 percent female and 45 percent male and 14 percent people with a disability.

Compensation in bands

Key management personnel

Total compensation in 2022: \$1,880,303
 Number of staff in 2022: 22
 Total compensation in 2021: \$1,416,684
 Number of staff in 2021: 16

Compensation in bands

\$0 - \$49,999: 11
 \$50,000 - \$149,000: 5
 \$150,000+: 6

Information Technology

Paralympics Australia's Information Technology Operations division is focused on improving current systems, services and processes.

The reporting period was focused on providing a robust state-of-the-art technology environment for all aspects of the Beijing 2022 Australian Paralympic Team, while also continuing to adapt and provide agile business-as-usual solutions in response to the new hybrid working environment at Paralympics Australia.

During the reporting period, the following major projects were undertaken:

- Delivered the Beijing 2022 Australian Paralympic Team technology environment;

- Designed, implemented and supported two major sites in Beijing during the Games period;
- Configured and operated a five-feed video capture solution to provide sports with live or post-session vision of their events for Performance Analysis needs. This footage was provided to those in Beijing and provided back to teams in Australia;
- Sourced and distributed 50 local SIM Cards providing ultimate call, SMS and data for all Australian Team members while in Beijing;
- Supported and enabled the approval to use extensive spectrum licenses to support the use of radio communications for Para-Alpine and Para-Snowboard;
- Ensured an encrypted and secure data environment for all Team members and locations to be able to safely access online data and communications while in Beijing;
- Configured multiple 7Plus feeds across all Beijing locations to allow Team members to enjoy the Australian coverage;
- Conducted the first Paris 2024 planning visit to inspect Paris locations for access to required data and electronics, while also capturing extensive 360 degrees and venue mapping photos and videos to be used in further planning in the lead into Paris 2024;
- Continued to leverage cloud-based systems to provide office-based solutions and collaboration to Paralympics Australia staff regardless of working location (state offices, home, hotels, or elsewhere);
- Embraced Microsoft Teams and Zoom to conduct a variety of online forums from last year's Annual General Meeting, Beijing 2022 Team member briefings, sponsor workshops and team announcements.

Due to several data breaches in recent years, increased focus was placed on Information Technology security. Microsoft 365 and its suite of security protection and monitoring tools were used to mitigate risk and provide protection to Paralympics Australia Data.



An Australian Team general area at Beijing 2022

Photography for Paralympics Australia by:

- Jeff Crow – Explorer Media
- Drew Chislett
- Greg Smith
- Tim Mannion
- David Sygall

Additional photography courtesy of:

- Delly Carr, Lucy Hunt, Dave Obzansky, Brisbane 2032 Organising Committee, International Paralympic Committee, NSW Government, Olympic Information Services, QLD Government, Table Tennis Australia.

With thanks from Paralympics Australia

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P +61 2 9704 0500 **E** info@paralympic.org.au **W** paralympic.org.au

ABN 41810 234 213 | ACN 061 547 957



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