



AUSTRALIAN NATIONAL WORKING EQUITATION	National Integrity Framework
Document Number:	F.001
Last Review Date:	Nov 2023
Next Review Date:	July 2025
Responsible Portfolio:	Board
Authority	This Framework is in accordance with ANWEL Constitution. It is binding on all Members of ANWEL.
Signature	Alison Mclean Digitally signed by Alison Mclean Date: 23/11/2023
Related Policies	Member Protection Policy Anti-Doping Policy Code of Conduct Social Media Policy Conflicts of Interest Policy

1. Introduction

Australian National Working Equitation Ltd (ANWEL) acknowledges that the sport of working equitation, like many other sports, is not immune from the risks issues that jeopardise the integrity of the sport.

ANWEL, therefore, seeks to take a proactive approach to mitigate these integrity risks and provide a safe, fair and inclusive environment for all participants at all levels of the sport. ANWEL’s National Integrity Framework (Framework) is the umbrella policy that sets out ANWEL’s national integrity framework and requirements for ethical behaviour.

The Framework will be adopted in full by each ANWEL affiliated State Association and Club and it applies to all competitions and events.

This Framework is a comprehensive response to risks to the integrity of working equitation.

The Framework:

- incorporates values and principles that should guide the conduct of participants, clubs, competitions and events
- promotes the development and implementation of clear education and communication strategies
- outlines a policy framework that provides for a safe, fair and inclusive environment in which our sport can be conducted

- coordinates robust reporting, investigation, hearing and sanctioning processes to deal with prohibited/improper Conduct and other matters covered by this Framework.

2. Application

This Framework and supporting Policies applies to persons who are involved with the activities of ANWEL, whether they are in a paid or unpaid/voluntary capacity and include:

- a. persons appointed or elected to boards, committees and sub-committees of ANWEL
- b. employees of ANWEL
- c. members of ANWEL including life members
- d. members of any State Associations which are affiliated with ANWE
- e. members of any clubs which are affiliated with ANWEL
- f. any horse riders who register with ANWEL and pay a rider's levy
- g. support personnel, including coaches, managers, veterinarians, physiotherapists, psychologists, masseurs, trainers, grooms and others
- h. referees, judges and other officials
- i. riders, officials and other personnel participating in events and activities, including camps, training sessions and competitions, held or sanctioned by ANWEL or its affiliated State Associations and Clubs.

3. Integrity Framework

The Framework acts not only as a preventative and protective measure but also to set the standard of behaviour that will be accepted within working equitation. It ensures that timely action will be taken in response to those that breach the Framework and continue to improve the culture within the sport.

ANWEL have established and implemented a number of policies and procedures aimed at creating the best possible environment to enjoy, perform, develop and participate in working equitation across Australia. Refer to figure 1: ANWEL Integrity Framework.

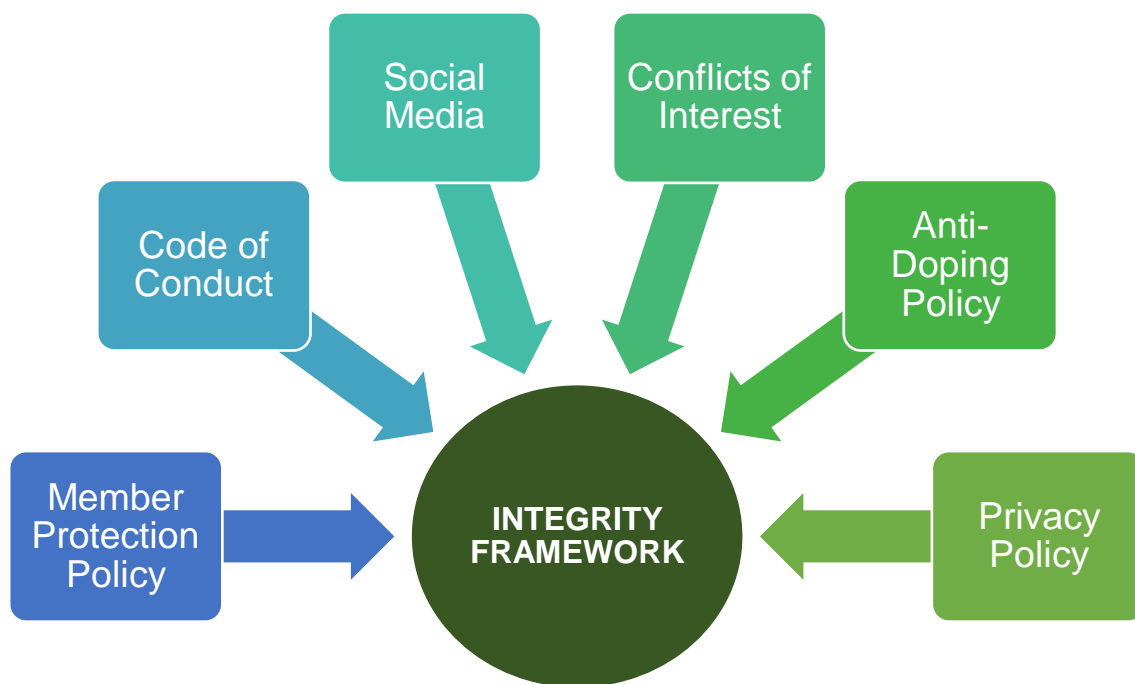


Figure 1: ANWEL Integrity Framework

4. Policies

All ANWEL integrity Policies are available on the website www.anwe.org.au . Policies are regularly reviewed and amended as required.

5. Application to Anti-Doping Policy

ANWEL anti-doping policy is the Australian National Anti-Doping Policy, effective from 1 January 2021, and found [here](#) on the Sport Integrity Australia website. All members, participants and non-participants in the sport of working equitation are bound by these rules.

6. Education

Acknowledging that education is an integral component of an effective integrity framework, ANWEL, in consultation with affiliated States and Clubs will develop and maintain an education strategy that:

- a. incorporates material addressing the matters covered by each Policy under this Framework
- b. includes a range of education programs and may involve either online or face-to-face learning, or a combination of both

- c. may include programs developed by ANWEL, affiliated States and Clubs or Authorised Providers for the specific purposes of members or resources published by Relevant Government Agencies or other suitable third parties
- d. Each Policy within this Framework shall specify the members required to undertake any appropriate education programs.

Members, Judges, Coaches and officials shall be required to undertake education programs that are relevant and proportionate to their level of participation in the working equitation and their vulnerability to integrity risks.

Members, Judges, Coaches and officials who must complete education and training programs will be directed to do so by ANWEL, affiliated States and Clubs or Authorised Providers from time to time.