



## Foundation

### Our Mission

To improve all aspects of safety, integrity and organisation of combat sports contests in Western Australia.

### Our Core Values

#### Integrity

We act with care and diligence and make decisions that are honest, impartial, transparent and timely considering all relevant information.

#### Accountability

We work to ensure that all aspects of the legislation and regulations are adhered to by all.

#### Commitment

We are committed to providing guidance to ensure the safety, integrity and organisation of contests and the broader aspects of the industry.

#### Respect

We will treat everyone with respect and dignity.

### Our Vision

A healthier and safer Combat Sports community.

### Focus areas

Our key focus areas are the foundation of our strategic plan. They expand on our Vision and help us to achieve our mission:

1. Continue to develop good governance
2. Evidenced based research
3. Clear and enforceable regulations and policies
4. Targeted education and training programs
5. Contestant health, wellbeing and safety first

## Strategic Objectives

### Focus area 1 - Continue to develop good governance

1. Develop bespoke board governance training for Commission members
2. Evaluate board performance and conduct a skills audit annually
3. Continue to provide advice to the Minister to ensure the Board is fit for purpose including gender diversity annually
4. Provide Commission members and staff with the necessary training and mentoring to enable the Commission's role at events to be fulfilled

### Focus area 2 - Evidenced based research

1. Compile a prioritised list of required research for all aspects of the industry and identify potential research partners
2. Develop an annual research plan and engage research partners
3. Completed research is provided to industry as it becomes available

### Focus area 3 - Clear and enforceable regulations and policies

1. Complete review of the Combat Sports Act 1987 and subsidiary regulations
2. Progress any identified legislative changes
3. Review processes and procedures for Commission members, staff and industry
4. Deliver awareness seminars and workshops on legislation, regulations and policies

### Focus area 4 - Targeted industry education and training programs

1. Identify industry training needs annually
2. Increase delivery of education and training programs to industry
3. Improve communications and marketing strategies for the programs

### Focus area 5 - Contestant health, wellbeing and safety first

1. Research into all aspects of industry health and safety
2. Develop and implement an engagement strategy with the medical and health professions
3. Continue to implement the strategy to address Rapid Weight Loss by Dehydration across the industry

### Focus area 6 - Meaningful engagement with stakeholders

1. Develop a stakeholder engagement and communications strategy
2. Implement the stakeholder engagement and communications strategy
3. Develop stronger relationships with government agencies and the broader sports industry

### How we will measure our success

1. By having Commission members and staff appropriately trained in board governance and the operational matters required to fulfill the Commission's responsibilities when attending events.
2. By developing and progressing a prioritised research list and engaging research partners to work with us.
3. Ensuring our Act, regulations and policies are fit for purpose.
4. By identifying industry education and training needs and increasing delivery of programs.
5. By having an engagement strategy with the medical profession.
6. Having a strong focus on contestant health and safety.
7. Through having meaningful engagement with stakeholders and developing stronger relationships with government agencies and the broader sports industry.

### How we will get there - Organisation strategies

- 2021** Focusing on good governance, stakeholder engagement, identifying our research needs and industry training and education needs.
- 2022** Reviewing the Combat Sports Act 1987 and subsidiary regulations and progressing key research annually.
- Engaging with the medical profession on contestant health, well being and safety.
- 2023** Progressing legislative change, reviewing policies, processes and procedures.
- 2024** Ensuring that industry is aware of changes in legislation, regulation, policies and procedures.
- 2025** Finalising the strategic plan and commencing work on the new strategic plan 2026-2031.

### Implementation - How we make strategy a habit

- Assign responsibility for each strategic objective and project.
- Hold people accountable.
- Commission Board has clear oversight over the strategic plan and receives regular reporting updates.
- Engage our stakeholders in the journey.
- Review our strategy and how we are going annually to ensure we stay on track.