



14th October 2022

Sandman Technical would like to thank those who reached out and those who responded to our requests to speak after our statement on Monday regarding Quidditch Australia's (QA) selection of coaches for the 2023 Quidditch World Cup team.

Due to the nature of those involved in the discussions, and the volume of contact, our original timeframe of 24 hours was unrealistic to release our final statement - but it has also enabled us to ensure that we are able to contribute thoroughly to the resolution.

We have worked within multiple industries since our inception in 2003, focusing on IT in the Motorsport world. Both IT and Motorsport were heavily dominated by men at that time, but that balance is rightfully swinging towards the centre - but this can continue to improve, as in every industry.

On a personal note, inclusion is more than just a word within my family. From a multi-time Paralympian, to members with vision or hearing impairments, neurologically diverse and a significant cultural mix, I grew up thinking this was normal.

Also, as a long time supporter and member of the St.Kilda Football Club, their actions over the last 8 years across the annual Pride game within the Men's competition, the huge initial push (and eventual inclusion) within the AFLW competition, their leadership within the Mental Health space through the Danny Frawley Centre, and their work within the Indigenous program lead by Aunty Katrina Amos, is a model for clubs and organisations to consider following in our view.

The role of a sponsor is to get value for not only for itself, but also for the organisation. This can be through Value in Kind (VIK) or Direct Financial Assistance (DFA). As we are a new sponsor, removing our current DFA arrangement will not have sufficient impact to influence change. We have previously committed with QA to improve their sponsorship on boarding and management processes through both policy and guideline creation. This will continue regardless of the outcome of the steps we call on QA to make in light of their recent coaching decision.

To this end, we call on QA to undertake the following actions:

1. Undertake the necessary steps to re-engage with all affected parties with corrective actions ASAP.
2. Progress recognition as a National Sporting Organisation (NSO) under the current Sports Australia guidelines to provide access to expanding funding for development of coaching staff, specially through their inclusion programs.
3. Undertake to install an independent Integrity Officer to manage conflicts of interest within the organisation, and to contribute to policy to mitigate issues which may compromise QA.
4. Pause on naming any further appointments for a period of 14 days from the coaching announcement, to provide those named in state based roles to be fairly focused on their selection on their merit.
5. Commit to an equal split of funding raised for professional development across all genders.
6. Investigate the value of joining the Australian Sports Foundation for future fundraising activities for professional development of coaching, administration and officials.
7. Accept help from those qualified to provide policy development and governance assistance with the intention of further developing QAs capabilities.

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I am also personally offering my experience in the areas of governance and policy development/review from my time undertaking similar roles within Scouts Australia at a State/National level over the course of the last 20+ years.

Sandman Technical will undertake a further review of its sponsorship arrangements in mid January 2023, with the outcome of our review directly related to the addressing and development on the above actions.

I also continue to encourage any interested individual to contact me via sponsorship@sandmantech.com.au to discuss any issue with the strictest of confidence.

Glenn Webster
Managing Director
Sandman Technical