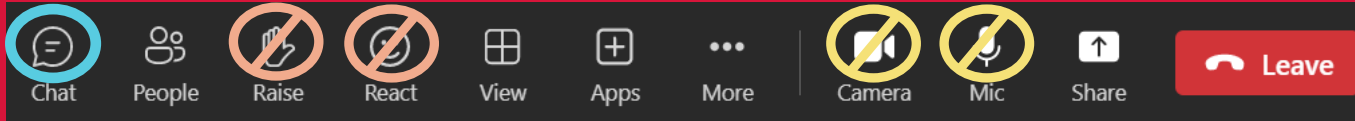


Office of Sport

# Level the Playing Field Program

## Community of Practice Session

Office of Sport



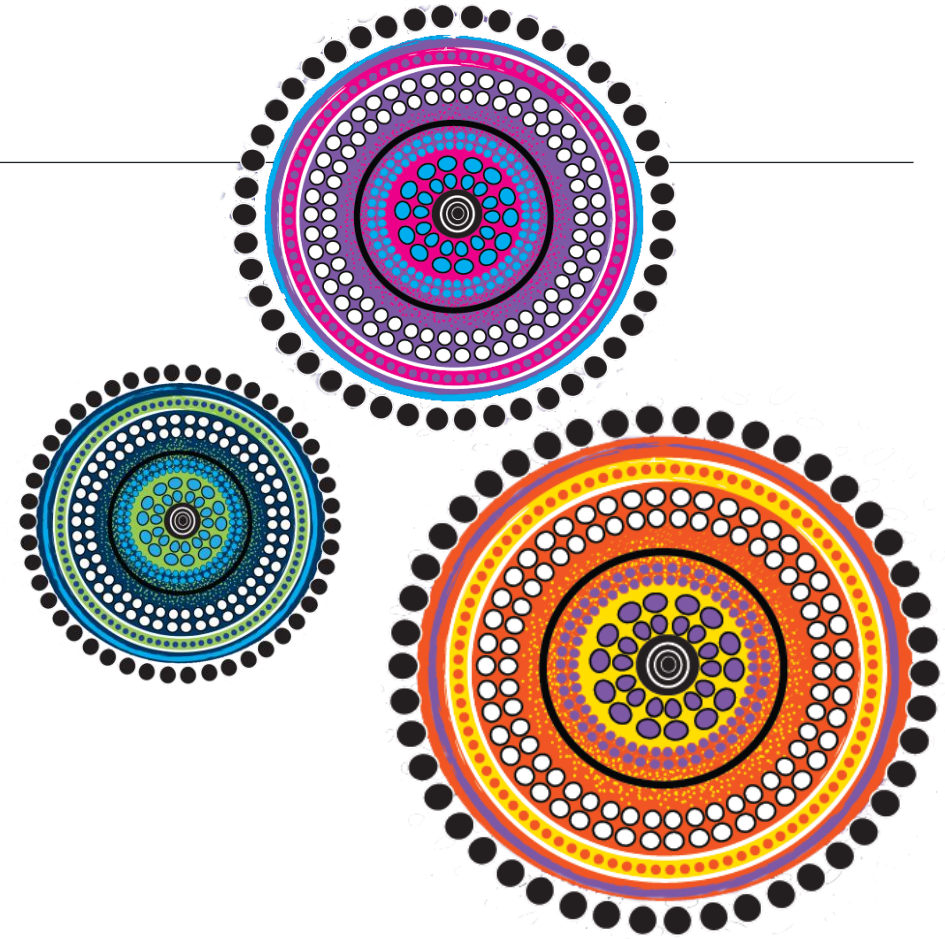
**Note** - session will be recorded and slides will be made available

3 November 2023



# Acknowledgement of Country

The Office of Sport acknowledges and celebrates the Traditional Custodians of the lands and waters of NSW where we work, live and play. We pay our respects to Elders past and present and recognise their strengths, knowledge and continuing connection to Country.



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# About Level the Playing Field Program

- The NSW Government is committed to helping create new opportunities for women and girls to participate in sport, be safe and stay healthy and active and has committed \$30 million to the Program.
- The Program investment will revive sport facilities by providing new and redeveloping existing sport facilities, amenities and sporting fields.
- Funding will also support the provision of new and upgraded lighting that will enable more women and girls to train and compete in sport in a safe and inclusive environment.
- Applications will also need to demonstrate current commitment and how this funding will increase participation and utilisation in the future of women and girls in sport and recreation.
- The Program will support quality projects that meet community need and are designed to enable women and girls to feel safe, welcome and included.
- Quality infrastructure is not only reflected in the physical form, but how it is integrated with its environment, maintained and through the ongoing sport activities it supports.





# Equitable Access and Use Policy Overview

- An approved Equitable Access and Usage Policy and Action Plan is required by 30 June 2024.
- The Policy must demonstrate how councils and sporting organisations will drive gender equitable access and use of community sports infrastructure to improve outcomes for women and girls.
- The Policy will be supported by an Action Plan and must address how it will be monitored and evaluated.
- Supporting documents and templates are available to assist applicants.
- For probity purposes individual applicant support in the development of the Policy cannot be provided until after applications close.
- Office of Sport will undertake additional Community of Practice session in 2024.



# Equality vs Equity



The assumption is that **everyone benefits from the same supports**. This is equal treatment.



**Everyone gets the supports they need** (this is the concept of "affirmative action"), thus producing equity.



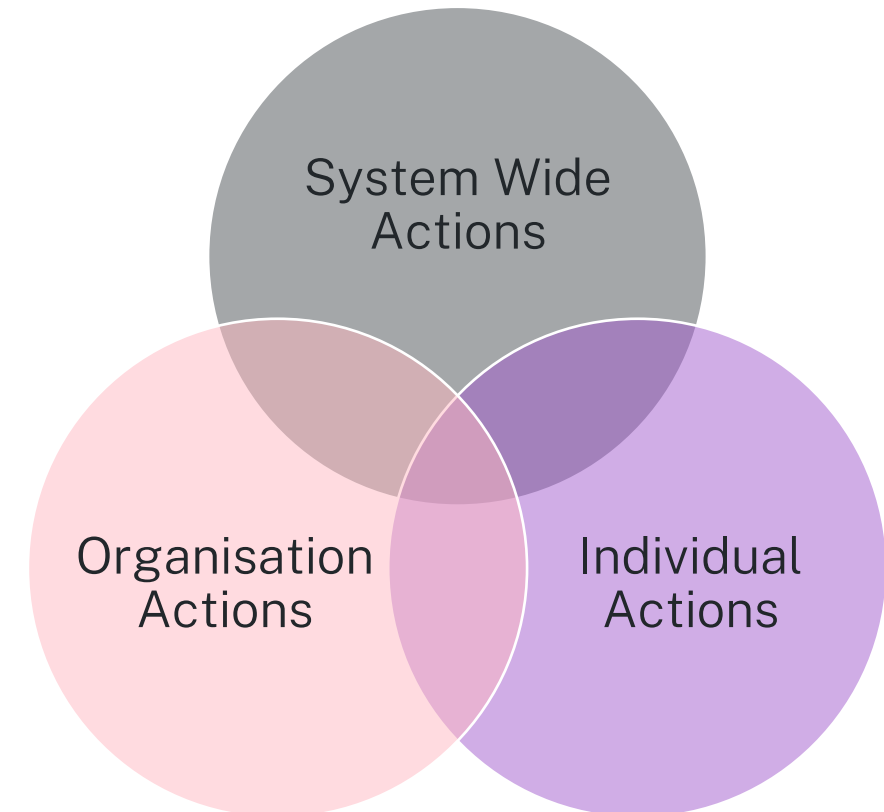
All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.



# Multiple approaches to drive change

## Change and Community Engagement

- There is no single solution to increasing women's and girl's participation in sport and active recreation.
- Combined impact of complementary strategies at various levels.
- Including system wide approaches whilst supporting organisational and individual actions.





# Statement of Intent



Statement of Intent and Equitable Access and Usage Policy This Statement of Intent establishes the expectation that gender equality is considered and prioritised in all current and future planning, policy, service delivery and practice as they relate to community sports infrastructure.

- Applicant recognises that gender equality is the attainment of equal rights, responsibilities, and opportunities of women, men, trans and gender diverse people. Equality does not mean that women, men, trans and gender diverse people will become the same but that their rights, responsibilities, and opportunities will not depend on their gender.
- Applicant recognises that gender equity is the provision of fairness and justice in the distribution of benefits and responsibilities based on gender. The concept recognises that people may have different needs and power related to their gender and these differences should be identified and addressed in a manner that rectifies gender related imbalances.



# Policy Aims

The Equitable Access and Usage Policy aims to:

- eliminate gender inequality, ableism and cultural bias in sport infrastructure design and delivery,
- provide equitable facility access to the best\* facilities available,
- ensure equity in the allocation for training and competition and address other elements of inequality in program design and delivery,
- ensure all genders have the opportunity to fully participate in sport, be encouraged, welcomed, supported and rewarded.

\* best looks different for everyone. For some it may mean more family friendly or convenient training times, safe and private access to change facilities, cultural change to include women and girls in social events and on club committees, increased access to sports fields for training or scheduling of grand finals at a time suitable to allow spectator support

# The Six Principles



1. Community sports infrastructure and environments are genuinely accessible, welcoming, safe, and **inclusive**.
2. Women and girls can **fully participate** in all aspects of community sport and active recreation, including as a player, coach, administrator, official, volunteer and spectator.
3. Women and girls will have **equitable access** to and use of community sport infrastructure:
  - a) of the highest quality available and most convenient
  - b) at the best\* and most popular competition and training times and locations
  - c) to support existing and new participation opportunities, and a variety of sports.
4. Women and girls should be **equitably represented** in the sport sector workforce including in leadership and governance roles.
5. **Encourage and support** all user groups who access and use community sport infrastructure to understand, adopt and implement gender equitable access and use practices.
6. **Prioritise access, use and support** to all user groups who demonstrate an ongoing commitment to gender equitable access and use of allocated community sport infrastructure.



# What does it mean for Council and Sport Organisations



## COUNCILS

An Equitable Access and Usage Policy provides a process for council to work with stakeholders, facility managers and facility user groups to give women and girls better and fairer access to community sports infrastructure and sport participation opportunities.

It provides an opportunity to align with council's community plans, sport and recreation plan, sporting ground allocation policies and sport participation plans.

The approved Policy should relate to the facilities within the Council remit not just the facility within the application.

## SPORT ORGANISATIONS

An Equitable Access and Usage Policy provides a process for sporting organisations to work with facility owners and managers, club members, spectators, officials, administrators and supporters to give women and girls better and fairer access to community sports infrastructure and sport participation opportunities.

It provides an opportunity to align with sports participation plans, council plans and ensure all genders have the opportunity to fully participate and be encouraged, welcomed, supported and rewarded.

The approved Policy should relate to all the facilities utilised by the club not just the facility within the application.

# Policy Process



## Step 1 & 2: Seek approval and undertake an audit

- Seek approval to commit to the Statement of Intent / Policy Approval and Action Plan.
- Review LTPF Program Guidelines and all support documents.
- Undertake an audit of all the existing relevant policies and plans and undertake a gender impact assessment on any policies/plans.



## Step 3: Apply a gender lens and develop a policy position

- Apply a gender lens to review and update/adjust existing policy/s and plans or
- Develop a new standalone Equitable Access and Usage Policy and Action Plan to submit as part of your application.
- Templates are available or applicants can develop their own Policy document.
- Consultation is important in ensuring the Policy and Action Plan meets the cultural and sport needs of your community.



## Step 4 & 5: Submit your application and Policy and continue consultation.

- Submit the application and upload the draft Equitable Access and Use Policy or other relevant policies that align to the aims, principles and statement of intent.
- Undertake ongoing community, club and stakeholder consultation on the Policy and Action Plan for further refinement.
- Develop a timeline to ensure the final Policy and Action Plan can be approved by 30 June 2024.

# Gain Momentum







# Know your community and gather data

- Any supporting policies/plans/ initiatives?
- Geography and physical assets (consider place-based opportunities)
- Population demographics
- Diversity and community make-up
- Traditions and history
- What opportunities exist for females vs males?
- What existing support do you have, for example stakeholder support?
- Attitudes – what do people care about and current issues?



# Know your organisation

- Is there a Champion / mandate / commitment?
- What are your participation numbers?
- How are spaces allocated?
- Are allocation, diversity and policies fair-minded or inequitable? Do they need to be revised?
- What are you doing well?
- What are the gaps?
- Define the issues – quantify where possible (male vs female allocation of space, participant number/members by gender)
- Visually audit your spaces on different days/times – what is the observation/what is missing
- Female Participation Planning Tool – please contact the Office through the [sectorcapability@sport.nsw.gov.au](mailto:sectorcapability@sport.nsw.gov.au)

**Then...start from where you are at**

## This Action Plan should:

- be aligned to the Equitable Access and Usage Policy, the Six Principles and address the objectives of the Level the Playing Field Program.
- demonstrate how councils/sporting organisations will effectively drive gender equitable access and use of community sports infrastructure.
- identify key actions/initiatives that address the local needs of the community and improve sport participation outcomes for women and girls.

## The Action Plan should include:

- **Key Actions** – what initiatives/actions will be undertaken
- **Resources** - what is required to make it happen
- **Stakeholders** - who is involved
- **When** – expected timeframes for delivery and key milestones
- **Monitor** – how will you check on the progress and provide updates
- **Measure** - how success will be measured.



# Action Plan Template

## Equitable Access and Usage for Community Sport Infrastructure



| Key Actions   | Resources  | Stakeholders  | Who   | When                                  | Progress                         | Update                               | Measure and Monitor  |
|---|--|---|---|---------------------------------------|----------------------------------|--------------------------------------|--|
| What are we going to do?  | What do we need to make it happen?   | Who else will be involved?  | Who is responsible for this task?   | What is the expected completion date? | How are we going with this task? | Where are we up to?                  | How will we measure and monitor the success?   |
| <p>1 Undertake a sport facility signage (including any wayfinding) wording/ photography and image audit.</p> <p>Purpose: Ensure signage, photography, images and wording are inclusive and equitable.</p> <p>Linked to <a href="#">Principle 1</a></p>                    | <p>Signage Checklist</p> <p>Volunteers/staff to undertake the audit.</p>                       | <p>Any related marketing/ communications staff/ volunteers</p> <p>Female user groups</p> <p>All user groups</p> | <p>Council – Facility Manager/Operations Coordinator</p> <p>Sport – Committee Member (Groundkeeper/Public Relations Officer/Athlete Representative)</p> | <p>December 2024</p>                  | <p>On track</p>                  | <p>Checklist developed July 2024</p> | <p>Equitable display of photos/images/memorabilia in the venue</p> <p>Information on arriving and leaving the facility is available on the website (including any safety aspects)</p> <p>90% user groups are happy with signage/ photographs, wording, memorabilia displays and images</p> |
| <p>2 Provide spectators/parents with access to all amenities including bathrooms/changerooms/ baby change facilities/ club areas.</p> <p>Purpose: Increase access to all to members and visitors to create a genuine inclusive facility.</p> <p>Linked to Principle 2</p> | <p>Display facility expectations - codes of behaviours and rules and opening/closing times</p> | <p>All user groups</p>  | <p>Grounds person/ facility manager</p>   |                                       |                                  |                                      |  |

|   |   |  |   |   |  |  |  |  |
|---|---|--|---|---|--|--|--|--|
| 3 | <p>Undertake a pre-season training time and location survey.</p> <p>Purpose: Develop a training schedule during pre-season that considers the needs of all members and fairly distributes facilities including best times and best fields of play.</p> <p>Linked to <a href="#">Principle 3</a></p> | <p>Survey tool and membership distribution plan</p>  | <p>Coaches<br/>Players<br/>Council</p>  | <p>Committee</p>  |  |  |  |  |
| 4 | <p>Set goals for the sports club around the number of women in leadership roles.</p> <p>Attract more females to apply for Council's sport facility management positions.</p>  | <p>National Sport Policy and Governance Documents</p> <p>Human Resources</p> <p>Councils Employment Policy/Plans</p> | <p>Club Committee</p> <p>Council Human Resources and Sport and Recreation staff</p> | <p>President</p> <p>Council HR Manager</p>                              |  |  |  |  |
| 5 | <p>Prioritise council sport facility allocation to sports clubs with women and girls' sports teams.</p> <p>Linked to <a href="#">Principle 6</a></p>  | <p>Sports Ground Allocation and Booking procedures criteria aligned to the Policy</p>                                | <p>Council Staff</p> <p>Community Sport Clubs</p>                                   | <p>Council Sport and Recreation Staff</p> <p>Lease and Licence Hire</p> |  |  |  |  |

[www.sport.nsw.gov.au/grants/level-the-playing-field-program#supporting-documents](http://www.sport.nsw.gov.au/grants/level-the-playing-field-program#supporting-documents)

# Summary

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## What to consider:

- Start where you are at
- Look broadly at the community/organisation/sector- what exists?
- Use evidence and support tools/resources.
- Reach out and engage and work collaboratively for richer results
- Gather commitment
- Set some achievable outcomes and some that stretch the organisation

**Recognise it takes many interventions at many levels its not a straight path**



# Supporting Documents

Documents available on the Level the Playing Field Program web page to assist you prepare your application include:

- Program Guidelines
- Frequently Asked Questions (FAQs)
- State/National Sporting Organisation Statement of Support Form
- Landowner Consent Form
- Budget Template
- Equitable Access and Usage Policy – Framework
- Equitable Access and Usage Policy – Example Policy
- Equitable Access and Usage Policy – Action Plan Template

# Further Information

## NSW

[www.sport.nsw.gov.au/hersportherway](http://www.sport.nsw.gov.au/hersportherway)

[www.sport.nsw.gov.au/community-sport-infrastructure-resource-library/inclusive-facility-design-and-innovation-forums](http://www.sport.nsw.gov.au/community-sport-infrastructure-resource-library/inclusive-facility-design-and-innovation-forums)

## Victoria

<https://changeourgame.vic.gov.au/>

## Example Fair Access Policies

[www.corangamite.vic.gov.au/Council/Publications/Policies-A-Z/Fair-Access-Policy](http://www.corangamite.vic.gov.au/Council/Publications/Policies-A-Z/Fair-Access-Policy)

[www.ararat.vic.gov.au/sites/default/files/2023-07/Agenda%20230725%20Attachment%203.4.pdf](http://www.ararat.vic.gov.au/sites/default/files/2023-07/Agenda%20230725%20Attachment%203.4.pdf)



# Important dates

## Important Dates

|  |                                  |
|--|----------------------------------|
| Applications open  | Monday 16 October 2023           |
| Applications close   | Thursday 30 November 2023 at 1pm |
| Outcomes advised   | Mid-March 2024 onwards           |
| Funding Agreements Executed                                  | Within 3 months of notification  |
| Approved Equitable Access and Usage Policy must be submitted | 30 June 2024                     |
| Project construction should commence                         | 30 September 2024                |
| Project construction must be completed                       | 30 September 2026                |





# Key points to take away from this session:

## Equitable Access and Usage Policy

- The Policy should be a shared approach, approved by the organisation.
- The policy drives change for your organisation.
- The draft Policy is uploaded as part of your application.
- Must be completed and approved by 30 June 2024.

## Action Plan

- The Action Plan details the actions your organisation will implement.
- The Action Plan should meet the needs of your community.
- The Action Plan should have measurable actions for evaluation.
- The Action Plan is uploaded as part of your application. Must be completed and approved by 30 June 2024.

# Support for Applicants

Call: 13 13 02

Email: [infrastructuregrants@sport.nsw.gov.au](mailto:infrastructuregrants@sport.nsw.gov.au)

# Thank You