

Boroondara Sport and Recreation Inclusion Assessment



Acknowledgement of Traditional Owners

The City of Boroondara acknowledges the Wurundjeri Woi-wurrung people as the Traditional Owners and original custodians of this land, and we pay our respects to their Elders past and present.

Introduction

Inclusion and sport go hand in hand. Everyone has the right to be involved, and it's beneficial to all when club membership represents and reflects the local community. Boroondara sport and recreation facilities are important spaces, not just for sport and recreation but for people to make friends and connect with their local community, as well as promoting good mental health and wellbeing.

This Inclusion Assessment and Action Plan has been developed to help support sport and recreation clubs to be more inclusive and should be undertaken after your club has read the City of Boroondara's Sport and Recreation Inclusion Guide.

Completing the self-assessment

This Inclusion Assessment is a self-assessment tool and has been created to help clubs see how they're going against The 7 Pillars of Inclusion www.playbytherules.net.au/repositories/videos/2014/february/the-7-pillars-of-inclusion developed by Play by the Rules.

No matter what stage of the inclusion journey your club is at, we encourage you to undertake this assessment. This tool should be completed together as a committee to ensure accurate information is captured and a diverse range of ideas and actions can be suggested. If whole of committee is not possible, at a minimum we recommend no less than 2 representatives; one male and one female complete this assessment together. We also recommend that the assessment is completed in consultation with diverse cohorts, such as women, people with disability and young people, to allow for a broader understanding about your club's performance in each area.

When completing this assessment please keep in mind that no answer is wrong. Your answers will help identify areas that the club should focus on when developing an Inclusion Action Plan. Your Action Plan does not need to address all areas at once. The use of this assessment will help identify where to start.

By completing an Inclusion Assessment and developing an Inclusion Action Plan your club will be meeting criteria set out in Council's Sports Club Accreditation Program www.boroondara.vic.gov.au/parks-recreation/sportsgrounds-and-sports-facilities/resources-sports-clubs/sports-club-accreditation-program.

Action Plan

After completing the self-assessment, we encourage clubs to identify a few simple actions your club can undertake to become more inclusive by completing the Action Plan Template ([Page 17](#)).

We encourage clubs to focus on areas where you did not score high in the self-assessment and use these to form the basis of your Action Plan. The implementation of your club's action plan can be supported by the information and resources outlined in the City of Boroondara Sports Club Inclusion Guide.

Please allow 45 - 60 minutes to complete the self-assessment and Action Plan. If you would like help with completing these, please contact the Sport and Recreation team on (03) 9278 4444 or email sport@boroondara.vic.gov.au

Additionally, Access Health and Community can help clubs complete the Inclusion Assessment and Action Plan. Please email health.promotion@accesshc.org.au. If your club would like a more structured program to help support you to become more inclusive we would recommend participating in the Inclusive Clubs Project <http://accesshc.org.au/services/health-promotion/sports-clubs> that is run by Access Health and Community in partnership with the City of Boroondara.

Acknowledgements

This self-assessment tool has been developed by the City of Boroondara in partnership with Access Health and Community and the YMCA. It has been inspired by the Inclusive Clubs Project <http://accesshc.org.au/services/health-promotion/sports-clubs>.

Definitions

Accessible amenities - including baby change and feeding areas that both men and women can access, public toilets available to people of any gender and the facility is overall accessible to people with disability.

Accessible change rooms - change rooms, showers and toilets available to all players (regardless of gender) that have separate lockable cubicles with doors.

Minority groups - include women and girls, older adults, people with disability, culturally and linguistically diverse communities, Aboriginal and Torres Strait Islander peoples and LGBTQIA+ communities.

Person with disability - a person who has long-term physical, mental, intellectual or sensory impairments, which, in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

Inclusion assessment

Pillar 1: Access - How to get there and get in?

The City of Boroondara provides sport and recreation facilities for community use under lease or licence agreements, however it is the club's responsibility to manage the use of these facilities during allocated times of use.

If after completing this section of the assessment you believe you have an issue regarding access, please refer to the maintenance responsibilities outlined in your agreement with Council in the first instance. If Council is responsible for a specific item that requires attention, or your access issue is not covered under your agreement, please contact the Sport and Recreation team on (03) 9278 4444 or email sport@boroondara.vic.gov.au.

Statement

Please choose an answer that best corresponds to the statement. Once completed, tally up your score based on the following values: Yes = 2, No = 0 and Sometimes = 1

1. Our facility is physically easy to get into. For example, it has ramps, wide doors, clear paths of travel from outdoor to indoor areas, designated disability parking, facility lighting is working.	Yes	No	Sometimes
2. Our club facilities have accessible change rooms and accessible amenities.	Yes	No	Sometimes
3. Our change rooms and toilets are clean and tidy, including: <ul style="list-style-type: none"> · Toilet paper is always refilled · Soap dispensers are available · Sanitary bins are available in female and unisex toilet cubicles · Baby change facilities are accessible to parents of any gender. 	Yes	No	Sometimes
4. When change rooms are in use, they have clear signage to indicate who is occupying these areas.	Yes	No	Sometimes
5. Our club equally rotates all teams on the main court/ground and in prime time-slots for games events and trainings.	Yes	No	Sometimes

Do you have any other feedback, reflections or comments that your club would like to make about this pillar?

Pillar 1 Score

Pillar 2: Attitude - How willing you are to make it happen?

Statement

Please choose an answer that best corresponds to the statement. Once completed, tally up your score based on the following values: Yes = 2, No = 0 and Sometimes = 1

1. Our club committee understands the benefits of being inclusive and communicates this to all club members.	Yes	No	Sometimes
2. Our club has identified multiple champions who are willing to stand up and take a lead to make our club more inclusive.	Yes	No	Sometimes
3. Our club has a person responsible for welcoming all new members, ensuring they receive membership information and feel safe using club facilities.	Yes	No	Sometimes
4. When offensive comments or jokes about race, religion or sex occur all our leaders know how to address this and feel confident to take action.	Yes	No	Sometimes
5. Our club offers training, mentoring and support to enable women into office bearing roles, that does not reinforce gender stereotypes (i.e., only women are in the canteen).	Yes	No	Sometimes

Please include a gender breakdown of your clubs committee in the table below *

Male	Female	Not Specified
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*Important to note that many national, state and regional sporting organisations across Victoria are working towards a minimum of 40% women on their governing bodies. Increasing the number of women in leadership roles in sport helps to better represent the interests of women and girls and contributes to the creation of more diverse and inclusive sporting environments.

Do you have any other feedback, reflections or comments that your club would like to make about this pillar?

Pillar 2 Score

Pillar 3: Choice - What can you do?

Statement

Please choose an answer that best corresponds to the statement. Once completed, tally up your score based on the following values: Yes = 2, No = 0 and Sometimes = 1

1. Our club addresses barriers to participation for members, such as language, transport, uniforms, equipment and finances. For example, your club offers flexible payment options, provides information in other languages as needed and identifies grants that might be appropriate for individuals.*	Yes	No	Sometimes
2. Our club has actively sought out to set up a program/new team/ activity for a minority group in the last 2 years.	Yes	No	Sometimes
3. Our club has sought out grant opportunities to support the implementation of a new program/initiative that targets minority groups in the last 2 years.*	Yes	No	Sometimes
4. Our club aims to recruit people from diverse backgrounds.	Yes	No	Sometimes
5. Our club provides a participation pathway from recreation opportunities to competitive competition for minority groups.	Yes	No	Sometimes

* Available grants are identified on [page 9](#)

Do you have any other feedback, reflections or comments that your club would like to make about this pillar?

Pillar 3 Score

Pillar 3: Available grants for your awareness

Individual grants

City of Boroondara

Individual participation grants

[www.boroondara.vic.gov.au/community-support/
community-grants/individual-participation-grants](http://www.boroondara.vic.gov.au/community-support/community-grants/individual-participation-grants)

Victorian Government

Get Active Kids Voucher Program

www.getactive.vic.gov.au/vouchers

Aboriginal Sport Participation Grant Program

[http://sport.vic.gov.au/grants-and-funding/our-grants/
aboriginal-sport-participation-grant-program](http://sport.vic.gov.au/grants-and-funding/our-grants/aboriginal-sport-participation-grant-program)

Broader grant opportunities

City of Boroondara

Annual Community Strengthening Grants

[www.boroondara.vic.gov.au/community-support/
community-grants/annual-community-strengthening-grants](http://www.boroondara.vic.gov.au/community-support/community-grants/annual-community-strengthening-grants)

Victorian Government

Change Our Game Community Activation Grants

<http://changeourgame.vic.gov.au/the-initiative/change-our-game-grants>

Grants and funding

<http://sport.vic.gov.au/grants-and-funding/our-grants>

Sport Australia

Grants programs

www.sportaus.gov.au/grants_and_funding

VicHealth

Funding opportunities

www.vichealth.vic.gov.au/funding

Australian Sports Foundation

Funding opportunities

<http://sportsfoundation.org.au/grants>

Pillar 4: Partnerships - Who will you work with?

Statement

Please choose an answer that best corresponds to the statement. Once completed, tally up your score based on the following values: Yes = 2, No = 0 and Sometimes = 1

1. Our club provides information about local health, social and support services to our members.	Yes	No	Sometimes
2. Our club asks local community groups about their needs and discusses ideas about how their members could participate in our sport.	Yes	No	Sometimes
3. Our club partners with a school and/or local community group to run a program/activity that focuses on participation or social inclusion in our sport.	Yes	No	Sometimes

Do you have any other feedback, reflections or comments that your club would like to make about this pillar?

Pillar 4 Score

Pillar 5: Communication - Who will you tell?

Statement

Please choose an answer that best corresponds to the statement. Once completed, tally up your score based on the following values: Yes = 2, No = 0 and Sometimes = 1

1. Our club looks for opportunities to showcase examples of good inclusive practice through local and/or social media and the club's website.	Yes	No	Sometimes
2. Our club uses images that reflect our broad membership, including minority groups, all genders and ages in our advertising and club communications.	Yes	No	Sometimes
3. Promotional material clearly states that registration is open to all people regardless of age, race, gender and ability and communicates that unacceptable language, jokes/discrimination and sexual harassment is not accepted at the club.	Yes	No	Sometimes
4. Our club demonstrates the successes of all our teams and individuals with placements of awards and memorabilia equally around the clubroom.	Yes	No	Sometimes
5. There are opportunities for members to provide feedback to the club.	Yes	No	Sometimes

Do you have any other feedback, reflections or comments that your club would like to make about this pillar?

Pillar 5 Score

Pillar 6: Policy - How are you responsible?

Statement

Please choose an answer that best corresponds to the statement. Once completed, tally up your score based on the following values: Yes = 2, No = 0 and Sometimes = 1

1. Our club has an Equity and Inclusion Policy in place, that includes relevant procedures that relate to appointment of club positions, acting on grievance/complaints, team selection and equal allocation of facilities.	Yes	No	Sometimes
2. Our club has a volunteer procedure and position descriptions that do not reinforce gender stereotypes, and that allow members to understand the responsibilities for each role.	Yes	No	Sometimes
3. Our club ensures women and juniors (where applicable) are actively involved in all planning and decision making.	Yes	No	Sometimes
4. Our club has a plan to recruit, retain and train people from minority groups to be involved, either as participants or in supporting roles.	Yes	No	Sometimes
5. Our club has a good understanding of our responsibilities to address inclusion and discrimination issues.	Yes	No	Sometimes

Do you have any other feedback, reflections or comments that your club would like to make about this pillar?

Pillar 6 Score

Pillar 7: Opportunities - What do you want to do?

Statement

Please choose an answer that best corresponds to the statement. Once completed, tally up your score based on the following values: Yes = 2, No = 0 and Sometimes = 1

1. Our club has the expertise and experience to support new initiatives or players from minority groups to be involved.	Yes	No	Sometimes
2. Our club offers support to members to register, where required. For example, sit with the member and fill out the form together, translate forms, options for forms to be completed offline, etc.	Yes	No	Sometimes
3. Our club provides training, development and mentoring for both our male and female volunteers and/or paid employees around topics such as inclusion, people with disability, cultural awareness.	Yes	No	Sometimes
4. Our club has the facilities and equipment to support modified sports.	Yes	No	Sometimes
5. There are opportunities to celebrate diversity at our club. For example, participation in Pride Cup, Harmony Week, Indigenous Round.	Yes	No	Sometimes

Do you have any other feedback, reflections or comments that your club would like to make about this pillar?

Pillar 7 Score

Additional notes

Do you have any other feedback, reflections or comments that your club would like to make about the pillars?

Assessment Score

Please enter the score you received in each section of the assessment below and then calculate your total score.

1. Access	____/10	
2. Attitude	____/10	
3. Choice	____/10	
4. Partnerships	____/6	
5. Communication	____/10	Total score
6. Policy	____/10	
7. Opportunities	____/10	/66

Scores explained

Score	Explanation
0 - 15	Start of your inclusion journey. Please complete the Inclusion Action Plan.
16 - 40	Start of your inclusion journey. Please complete the Inclusion Action Plan.
41 - 65	You're doing some great things, you're almost there! Please complete the Inclusion Action Plan.
66	Your club is welcoming and inclusive, well done! To ensure you remain on track please undertake Inclusion Assessment again in 12 months.

If your club would like support to build further understanding about inclusion and to complete an Action Plan, please contact Council's Sport and Recreation team via sport@boroondara.vic.gov.au

You can also contact us if you would like to express interest in being involved in the Inclusive Clubs Project (<https://accesshc.org.au/services/health-promotion/sports-clubs>) with Access Health and Community. You will be invited to a series of workshops with other clubs. You will also be allocated a Health Promotion Practitioner from Access Health and Community to support your club's journey to become more inclusive.

Inclusion Action Plan

Based on your club's self-assessment results please note down at least 3 key actions your club will undertake to help you be more welcoming and inclusive.

We encourage clubs to focus on areas where you did not score high in the self-assessment and use these to form the basis of your Action Plan.

The implementation of your club's Action Plan can be supported by the information and resources outlined in the City of Boroondara Sports Club Inclusion Guide.

Please be sure to review the inclusion guide to see if there are any available resources to help support the implementation of your actions.

Action 1

Area to be addressed

What specific action is your club committed to taking?

How will you make this action happen?

How will you measure/track it?

Who will help implement this action?

When will this be done by?

Action 2

Area to be addressed

What specific action is your club committed to taking?

How will you make this action happen?

How will you measure/track it?

Who will help implement this action?

When will this be done by?

Action 3

Area to be addressed

What specific action is your club committed to taking?

How will you make this action happen?

How will you measure/track it?

Who will help implement this action?

When will this be done by?

Next steps

Celebrate your success!

Share how your club is being inclusive on your website, through social media and your club newsletter. Remember you can't be what you can't see. Don't forget your inclusion journey will have a start but not an end, so please review your progress annually.

Comments

Contact

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8 Inglesby Road, Camberwell

For speech or hearing impaired:

National Relay Service: **TTY 13 36 77**

Speak and Listen: **1300 555 727**

Free interpreting service: **9278 4002**