

CLUB ACCREDITATION PROGRAM

WOMEN AND GIRLS

Gender Diversity in Leadership

Overview

At the City of Casey, sport is for everyone.

In line with the Victorian State Government's Fair Access Policy, Casey Council is committed to creating equitable opportunities in sport and community participation.

This commitment is supported through two key policies:

- The Active Recreation Reserve Allocation and Fair Access Policy, which ensures that sports facilities and programs are shared fairly between men's and women's teams
- A Safe and Equal Casey Gender Strategic Plan, which works to create fair and equal opportunities for all people in the community.

The City of Casey Club Accreditation Program supports clubs to show their commitment to gender equality in sport.

Having women and girls in leadership roles helps clubs to:

- Make better decisions by bringing different ideas and experiences to the table.
- Create safer and more welcoming environments for everyone.
- Encourage more women and girls to participate in sport as players, volunteers and leaders.
- Build a positive culture where leadership is visible, supported and shared throughout the community.

Key rules

1

Gender Diversity in leadership roles

Women and girls should be represented in a range of leadership roles across the club, not just in admin or support positions.

To help achieve this, no more than 70% of points can come from the same type of role.

2

Back it up with support

Giving women and girls leadership roles is a great start, but they also need support to succeed.

Training, mentoring and leadership opportunities can help build confidence and skills. Clubs may be eligible for grants that support women and girls in sport and leadership, including:

- Sport and Recreation Victoria Sport Club Grants Program
- Australian Institute of Sport – Women Leaders in Sport
- City of Casey Equipment and Training Grant

3

Celebrate women and girls in leadership

Recognise and celebrate women who take on leadership roles at your club. Share their achievements through social media, club newsletters, club websites, club events. Celebrating female leaders helps inspire others and encourages more women and girls to get involved.

How it works

Who's included

For this program, women and girls includes anyone who identifies as a woman or girl. This includes cisgender women, transgender women, and non-binary people who choose to be recognised in this category. Clubs can earn points when women and girls hold leadership or coaching roles in the club. If one person has more than one role, points will only be counted for their highest-level role.

Accreditation Levels and points for roles

The Casey Club Accreditation Program uses a points system to recognise clubs that support women and girls in leadership and coaching roles.

Each accreditation level requires a minimum number of points. Points are awarded based on the leadership and coaching roles held by women and girls within the club.

As more women and girls take on leadership and coaching positions, clubs can earn more points and progress through accreditation levels, demonstrating their commitment to gender equality and inclusive leadership.

LEVEL	POINTS	REQUIRED AND CONTEXT
Bronze	15	This is the first step. Clubs at this level are beginning to create more inclusive leadership, showing commitment to including different voices in their decision making.
Silver	30	Clubs at this level have strong representation of Women and Girls on the committee. At least one woman holds a key leadership role such as President, Vice President, Treasurer, Secretary.
Gold	50	Clubs at this level are leaders in inclusion, with Women and Girls spread across a wide range of leadership and coaching positions.

Point for roles

Each leadership role has a points value:

CATEGORY A	President / Co-President	25
	Vice President	20
CATEGORY B	Treasurer	15
	Secretary	15
	Head Coach	15
CATEGORY C	Social Media Manager	10
	Events Coordinator	10
	Assistant Coach	10
	General Committee Member	5

Example 1

LEADERSHIP ROLE	POINTS
Social Media Manager	10 points
Events Coordinator	10 points
General Committee	5 points
TOTAL	25 points (Bronze)

Example 2

LEADERSHIP ROLE	POINTS
Vice President	20 points
Secretary	15 points
Committee Member	5 points
TOTAL	40 points (Silver)

Example 3

LEADERSHIP ROLE	POINTS
President	25 points
Treasurer	15 points
Events Coordinator	10 points
TOTAL	50 points (Gold)

How it will look in the online system

When looking at the leadership component of this Accreditation Program, the clubs will be asked the below question as part of their assessment.

Our Sports Development Officer will cross-check the answers to this question with detailed list of names and roles of committee members that clubs submit.

In the act of privacy, the Sports Development Officer will be basing the answers on an honesty system.