

Club Gender Equity Action Plan

Use the Club Gender Equity Action Plan template to help your club or organisation plan and implement strategies for gender equality. You will use the areas identified in your club gender audit to create a solid plan for action to achieve your specific goals. Your gender equity action plan should be revised regularly and informed by a gender audit (in the previous section).

This Club Gender Equity Action Plan is designed to be facilitated by an expert in gender equality and sport (for example, someone from a women's health organisation, regional sports assembly or local council). Clubs and organisations will be guided through this process. For ideas of actions that address the gendered drivers of violence go to [Safe and Inclusive Sport: Preventing Gender-Based Violence](#).

Facilities

Our club aims to:

Write the aims here

Choose 1-3 of these goals for your club or make your own:

- Provide facilities that are suitable for people of all genders and abilities.
- Ensure our facilities are used in a fair and equitable manner.
- Ensure our facilities are safe, welcoming and inclusive for everyone.

Actions to achieve these goals	Timeframe	Responsibility (e.g., an individual person or whole committee)	How we know we have achieved the goal	Who can help?	Monitoring			Comments
					On track Yes/No	Not on track Yes/No	Complete Yes/No	

e.g. Install temporary lighting to allow players to leave training safely at night

2 months

Club operations lead, Yarra City Council

Lighting installed

Yarra City Council

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Club culture

Our club aims to:



Choose 1-3 of these goals for your club or make your own:

- Show consistent and clear leadership by setting the standard of zero tolerance in our club towards sexist or homophobic attitudes, language, and discriminatory behaviour.
- Value and promote good sporting behaviour, equality and respect on and off the field.
- Support all people (including men and boys) to promote gender equity in the club and understand the broad range of benefits gender equality has for our club including the prevention of gender-based violence and healthy masculinities.

Actions to achieve these goals	Timeframe	Responsibility (e.g., an individual person or whole committee)	How we know we have achieved the goal	Who can help?	Monitoring			Comments
					On track Yes/No	Not on track Yes/No	Complete Yes/No	

e.g. Create/refresh code of conduct for players and volunteers	Before player registrations at start of new season	Committee	Code of Conduct refreshed and signed by members	State sporting association				

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Leadership and Governance

Our club aims to:

Write the aims here

Choose 1-3 of these goals for your club or make your own:

- Promote women's, girls' and gender diverse people's voices and perspectives equally with boys' and men's on and off the field.
- Have gender diversity in leadership, including coaching and committee positions.
- Regularly review how equal, safe, welcoming, and inclusive our club is for everyone, particularly women, girls, and gender diverse people, and continuously make improvements.
- Make gender equality at our club 'business as usual'.

Actions to achieve these goals	Timeframe	Responsibility (e.g., an individual person or whole committee)	How we know we have achieved the goal	Who can help?	Monitoring			Comments
					On track Yes/No	Not on track Yes/No	Complete Yes/No	

e.g. Source grant for a coaching qualification for female members	By end of current season	Committee, grants lead	Funding acquired, members complete the course	Yarra City Council, State Sporting Association				
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Participation

Our club aims to:

Write the aims here

Choose 1-3 of these goals for your club or make your own:

- Provide a range of opportunities and pathways for everyone to participate in all aspects of our club and activities.
- Value women's, girls' and gender diverse people's involvement and promote their participation in all roles.
- Provide opportunities for men and boys to challenge gender stereotypes and promote healthy environments for everyone in our club.
- Support all women and gender diverse people to participate by recognising that some face multiples barriers other than gender.
- Aim to better include women, girls and gender diverse people who are Aboriginal/Torres Strait Islander, older, Culturally and Linguistically Diverse (CALD), have a disability, and/or identify as LGBTIQ+.

Actions to achieve these goals	Timeframe	Responsibility (e.g., an individual person or whole committee)	How we know we have achieved the goal	Who can help?	Monitoring			Comments
					On track Yes/No	Not on track Yes/No	Complete Yes/No	

e.g. Provide an amended, social version of the game for new female players

By next season

Committee, development lead

Session is delivered and accessed by new players

State Sporting Association, Delivery partners

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Promotion and Recruitment

Our club aims to:

Write the aims here

Choose 1-3 of these goals for your club or make your own:

- Use our internal and external communications, social media, marketing, and events to demonstrate our club's commitment to gender equality.
- Ensure our communications are gender inclusive.
- Listen and respond to the needs of women, girls and gender diverse people around ways they want to be included and acknowledged.

Actions to achieve these goals	Timeframe	Responsibility (e.g., an individual person or whole committee)	How we know we have achieved the goal	Who can help?	Monitoring			Comments
					On track Yes/No	Not on track Yes/No	Complete Yes/No	

e.g. Review website and social media to include inclusive imagery (of women participating, equal representation, etc)	1 month	Communications lead, committee	Website amended and social media has equal representation with future posts					

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Action Plan Agreement

Both club and council representatives sign below to confirm agreement with the actions in this plan.

Agreed by club representative (name):

Agreed by council representative (name):

Signature:

Signature:

Date:

Date:

Additional Support

Tips for Change:

- ✓ Don't see this as a separate or standalone piece of work. It will be easier to implement change when inclusion is embedded within the values and practices of the club.
- ✓ Bring in collaborators from across the club and encourage ideas from a range of roles and backgrounds (committee, volunteers, coaches, officials, members, families...)
- ✓ Set times to incrementally review progress against your priorities.
- ✓ Shout about the good work you're already doing. Promote inclusive practice on your digital platforms, share learning with other clubs, and seek grants to activate your ideas.

Resources:

[Fair Access Policy Roadmap](#) – This framework is being delivered through the Office for Women in Sport and Recreation.

[Game Plan](#) – We encourage all clubs to register for this free platform from the Australian Sports Commission. Easily assess your club capability and access free learning and resources, including on women and girls in sport.

[City of Yarra Grant Finder](#) – Do you need additional resource to be able to deliver effectively on some of your plans? Head here to find the right grant for you. Yarra City Council also holds annual community grants, launching in June each year.

[Clearinghouse for Sport](#) – A large range of information, resources and ideas on how to improve gender equity in sport.

Yarra City Council's Recreation Team are here to help. For a bespoke conversation to guide you through this document, support the development of ideas, or to promote the good work you've been doing, please contact us at: recreation@yarracity.vic.gov.au