

Club Gender Audit – Gender Impact Assessment

Use this Club Gender Audit to gather data and identify challenges and opportunities for gender equity within your club or organisation.

Focus on choosing a range of actions that can be done in the short, medium and long term, with SMART goal setting (specific, measurable, achievable, relevant, timely). Priorities and actions shouldn't all need to occur at once; and should be measurable and achievable. The gender audit will help you develop a Gender Equity Action Plan.

Who's at your club?

<i>(Complete using numbers)</i>	Women/girls	Men/boys	Gender diverse people	Prefer not to say
Coaches				
Players				
Volunteers				
Committee Members				
Officials (e.g. administrators)				
Others (e.g. supporters and spectators)				

Facilities

Facilities	Yes, we always do this	Yes, we sometimes do this	No, we need to work on this	Maturity Level	Comments or examples
Our club notifies the council or facility owner of recommended changes to make facilities accessible for women, girls and diverse genders in our club.				Learning (1)	
Lighting is switched on for all teams in the evenings.				Developing (2)	
The best facilities are equally allocated to all players, club members and workforce.				Developing (2)	
There is a club policy for leaving facilities safely at night.				Developed (3)	

N.B – Yarra City Council recognises its responsibility to provide gender equitable access at its facilities. If your club and members recognise any barriers to equal access for women, girls and diverse genders, you are encouraged to report your concerns to us at recreation@yarracity.vic.gov.au, referencing ‘Gender Equitable Access’.

Club Culture – (Equality in Treatment, Education and Influence, Supporting a Positive Culture)

Club Culture	Yes, we always do this	Yes, we sometimes do this	No, we need to work on this	Maturity Level	Comments or examples
Our club offers training and support to club leaders and members through a gender and cultural awareness session.				Learning (1)	
The club Code of Conduct is reviewed/ renewed annually to support inclusion, gender equality and a zero-tolerance policy on sexist behaviour. It is signed by club members.				Learning (1)	
Club leaders access training on how to recognise and respond to sexist and homophobic behaviour.				Developing (2)	

Club Culture	Yes, we always do this	Yes, we sometimes do this	No, we need to work on this	Maturity Level	Comments or examples
Women, girls and diverse genders are involved in decision making to address issues that affect them.				Developing (2)	
Genders are paid equally for the same roles (officiating, coaching, etc).				Developing (2)	
Our club gives equal recognition to all awarded teams and players.				Developing (2)	
The social calendar is varied with events that are inclusive for all members.				Developed (3)	
Equipment audits are held to ensure it is shared across the club equitably.				Developed (3)	

Club Culture	Yes, we always do this	Yes, we sometimes do this	No, we need to work on this	Maturity Level	Comments or examples
Our club offers gender equality and active bystander training for members on an annual basis.				Developed (3)	
Small grant applications and fundraising are pursued to showcase and celebrate the role of diverse members within the club.				Developed (3)	
Our club actively promotes and supports campaigns around gender equality through events and media (e.g. Fair Play Code, Call it Out).				Developed (3)	
Role models are invited to speak to all players and members.				Excelling (4)	

Governance and Leadership

Governance and Leadership	Yes, we always do this	Yes, we sometimes do this	No, we need to work on this	Maturity Level	Comments or examples
Our club adheres to the Change Our Game Fair Access and Yarra City Council Sportsground and Facilities Allocation policies.				Learning (1)	
Club leaders plan for how to support and encourage women and girls into leadership roles.				Developing (2)	
A review of club policies and the constitution has taken place, to embed equality within our practice.				Developing (2)	
We hold an annual anonymous members survey on safety and inclusivity within the club.				Developing (2)	

Governance and Leadership	Yes, we always do this	Yes, we sometimes do this	No, we need to work on this	Maturity Level	Comments or examples
Increased gender balance is evident in all club roles (with those roles not reinforcing stereotypes).				Developed (3)	
Committee positions in the club can be shared (and mentored).				Developed (3)	
Our club has a Member Protection Information Officer (or equivalent) to support with concerns of discrimination or otherwise.				Developed (3)	
Gender diversity is evident on the club board/committee, and across leadership roles.				Developed (3)	
Our club actively consults with women to support them to move into leadership roles.				Developed (3)	

Governance and Leadership	Yes, we always do this	Yes, we sometimes do this	No, we need to work on this	Maturity Level	Comments or examples
Mentors are available to assist women/girls to move into different roles that interest them.				Excelling (4)	
Our club has a member protection policy which is communicated to all members.				Excelling (4)	
All policies and procedures relevant to inclusion and diversity are communicated to all club members (and are visible on club channels for non-members who may be thinking of joining).				Excelling (4)	

Participation

Participation	Yes, we always do this	Yes, we sometimes do this	No, we need to work on this	Maturity Level	Comments or examples
Women, girls and gender diverse people are consulted about how they want to participate.				Learning (1)	
Our club plans and reviews for how to develop participation pathways for diverse groups through playing and other roles (leadership, coaching, officiating).				Learning (1)	
Participation is encouraged in a range of different ways including competitively - as a social sport, modified rules, non-competitive and low commitment.				Developing (2)	

Participation	Yes, we always do this	Yes, we sometimes do this	No, we need to work on this	Maturity Level	Comments or examples
The club provides opportunities and pathways for women, girls, and gender diverse people to participate in all areas of the sport, including as players, coaches, umpires, volunteers, and committee members.				Developing (2)	
Our club identifies and actively reduces barriers for diverse audiences to participate in provision.				Developing (2)	
Transgender or gender diverse people (including young people and children) are given the option of which team they want to play/train with and are supported in their choice.				Developed (3)	

Promotion and recruitment

Promotion and recruitment	Yes, we always do this	Yes, we sometimes do this	No, we need to work on this	Maturity Level	Comments or examples
Our club recognises and supports events that promote inclusion.				Developing (2)	
Club media is representative of a cross section of our members and community, and our marketing engages a diverse audience.				Developing (2)	
Strategies are developed and used to recruit women/girls and diverse audiences.				Developed (3)	
Information about the club is provided accessibly (i.e. using language inviting to diverse genders, other languages spoken by residents).				Excelling (4)	

Promotion and recruitment	Yes, we always do this	Yes, we sometimes do this	No, we need to work on this	Maturity Level	Comments or examples
Our club has a trained Welcome Officer (or equivalent) that welcomes all new members to help them settle into the club.				Excelling (4)	