

7.2.2 ACTIVE MONASH SPORTS CLUB DEVELOPMENT FRAMEWORK REFRESH

Responsible Manager:	Tony Oulton, Manager Active Monash
Responsible Director:	Russell Hopkins, Director Community Services

RECOMMENDATION

That Council:

- 1. Note that the Active Monash Sports Club Framework 2022-2027 has been reviewed and updated to align with the Melbourne East Region Sport and Recreation Fair Access Policy and current state and local government policies, as presented in Attachment 1 – Active Monash Sports Club Framework Refresh 2024-2029.**
- 2. Approve the updated Active Monash Sports Club Framework Refresh 2024-2029 (attachment 1) for public exhibition and community feedback.**
- 3. Note that following a review of consultation findings, a final Active Monash Sports Club Framework 2024-2029 will be presented for Council consideration and endorsement at a future meeting.**

INTRODUCTION

This report presents Council with an updated Active Monash Sports Club Framework Refresh 2024-2029 (Attachment 1), for approval for public exhibition and consultation.

COUNCIL PLAN STRATEGIC OBJECTIVES

Sustainable City

Ensure an economically, socially, and environmentally sustainable municipality.

Inclusive Services

Fostering an equitable, just, and inclusive Monash.

Good Governance

Maintain the highest standards of good governance.

BACKGROUND

At its 26 March 2024 meeting, Council agreed to:

- 1. Note that the State Government mandates that all local government authorities are to have an adopted Fair Access Policy from 1 July 2024 to access State Government Funding.*
- 2. Endorse the Melbourne East Region Fair Access Policy as presented in Attachment 1, noting that this policy meets Council's obligation as outlined in recommendation 1.*

3. *Note that Active Monash will continue to actively participate in the Melbourne East Region Sport and Recreation Strategy (MERSRS) Steering Committee which will monitor, review, and evaluate implementation of the Fair Access Policy across the region.*
4. *Note that Active Monash's Sports Club Framework will be updated to align with the Melbourne East Region Fair Access Policy and current state and local government policy and will be presented for Council consideration and approval at a future meeting.*

The MERSRS Fair Access Policy addresses known barriers experienced by women and girls, transgender, and gender diverse people in accessing and using community sports and recreation infrastructure. The MERSRS Fair Access Policy vision is *Women and Girls, Transgender and Gender Diverse People in Melbourne East Region will have equal participation, access, power, and resources in sport.*

For more information refer to: [Melbourne East Region Sport and Recreation \(MERSR\) Fair Access Policy](#)

DISCUSSION

Active Monash Sports Club Framework

Adopted in August 2020, the *Active Monash Sports Club Framework 2022-2027* (the 'Framework') was established to encourage sustainable and inclusive Monash sporting clubs. Following Council's recent endorsement of the MERSRS Fair Access Policy, the Gender Equity Standard in the Framework required updating to align it with Council's newly adopted policy position.

Since its introduction after COVID, officers have been working with Monash clubs to become healthy and more sustainable. Based on the latest audit results of approximately 100 clubs, two clubs achieved silver status under the existing Framework (Waverley Hockey Club and Mount Waverley Cricket Club, 7% bronze standard and 40% achieved mandatory status. Of the clubs that failed to achieve the mandatory standards, it's estimated that 50% failed due to not submitting the required evidence. Of the clubs that failed to meet the minimum standards, it is considered that many can achieve them, but others will be challenged due to the current standards they maintain.

As per Council's resolution on 26 March 2024, officers have reviewed and updated the Framework. The updated Framework (the 'Framework Refresh 2024-2029') is presented in Attachment 1. The Framework Refresh 2024-2029 is consistent with and mirrors relevant Monash and State government policy positions.

In addition to the Gender Equity Standard, all standards in the Framework Refresh 2024-2029 have been reviewed to enhance their transparency, clarity, and rigour. In parts, this has resulted in changes to the levels (bronze, silver, gold, and platinum) within each individual standard of the Framework.

A key change has been the development of a self-auditing template for clubs. Clubs will be required to complete a self-audit against each standard in the Framework and report back annually. It is envisaged that integration of this self-auditing tool will help build our clubs' understanding of their requirements under the Framework and establish clear pathways to assist

them in becoming more sustainable and inclusive clubs. To verify the data submitted by clubs, a select number of clubs will be audited by officers against the Framework to ensure veracity of their self-reporting.

To better understand the changes that have been to the Framework you can review the out-dated Framework which is available on-line at: [Active Monash Sports Club Framework 2022-2027](#)

The updated Framework Refresh 2024-2029 is presented in Attachment 1 for Council approval for public exhibition and community feedback.

What will this mean for Monash sports clubs?

It is envisaged under the updated Active Monash Sports Club Framework Refresh 2024-29, clubs that embrace best practice gender equity (and other) principles in the framework will advance through levels (e.g. from bronze or silver up to gold or platinum standard) and benefit from reduced fees and prioritised investment into infrastructure upgrades.

FINANCIAL IMPLICATIONS

No additional financial considerations are associated with this report, with ongoing policy development activities funded from Active Monash operational budgets.

Under the Framework, Clubs that fail to meet the increasing minimum standards will lose a portion of the 85% subsidy they currently receive. Based on previous audit results, approximately 25 clubs are therefore at risk of having their subsidy reduced from 85% to 80% of the estimated cost of maintenance. For an 'average' club paying approximately \$4,500 per annum, this represents a fee increase of \$1,500.

POLICY IMPLICATIONS

The Monash Health and Wellbeing Plan, 2021 – 2025 outlines Council's commitment to improving the health and wellbeing of the Monash community. Council's continued commitment to gender equity and 'fair access' in accordance its obligations under the Sex Discrimination Act 1984 (Cwth), Equality Opportunity Act 2010 (Vic), Gender Equality Act 2020 (Vic) and the Victoria Charter of Human Rights and Responsibilities Act 2006 (Vic), and the MERSRS Fair Access Policy, will ensure Council continues to deliver community sports infrastructure that supports an *Active and Healthy and Engaged, Confident and Connected* community.

CONSULTATION

It is recommended Council endorse the updated Sports Club Framework (Attachment 1) for public exhibition and community consultation on Shape Monash.

SOCIAL IMPLICATIONS

There is an increase in women and girls, transgender and gender diverse people participating in all roles in sport and active recreation.

Sports and active recreation facilities, cultures and environments are inclusive and welcoming to all and respond to an intersectional approach to participation.

Societal issues such as violence against women and girls, transgender and gender diverse people are addressed.

HUMAN RIGHTS CONSIDERATIONS

The *Charter of Human Rights and Responsibilities Act 2006* sets out all people's basic rights, freedoms, and responsibilities in Victoria. The Charter requires public authorities, including local government, to act consistently with the human rights in the Charter.

The Fair Access Policy and updated Sports Club Framework 2024-2029 (Attachment 1) respond to Section 8 of the Charter, that protects the right to enjoy other human rights free from discrimination. It states that laws, policies, and programs should not be discriminatory.

GENDER IMPACT ASSESSMENT

Achieving gender equity is a fundamental objective of the MERSR Fair Access Policy. A Gender Impact Assessment (or GIA) has been completed as part of the policy development.

CONCLUSION

As endorsed by Council at the at the 26 March 2024 meeting, officers have reviewed and updated the Active Monash Sports Club Framework to align with the State Government's Fair Access Policy Roadmap and Council's endorsed MERSRS Fair Access Policy.

It is recommended that Council approve the updated Sports Club Framework Refresh 2024-2029 as presented in Attachment 1 for public exhibition and community consultation. Following a review and consideration of consultation findings, a final Sports Club Framework 2024-2029 will then be presented to Council for consideration and endorsement at a later meeting.

ATTACHMENT LIST

1. CS Attachment 1 - Active Monash Sports Club Framework Refresh outlining changes from v 1 [7.2.2.1 - 32 pages]



ACTIVE MONASH

SPORTS CLUB FRAMEWORK REFRESH 2024-2029

Council Approval: August 2020 Review Date: May 2024, Version 2





Contents

Executive Summary	4
Foreword	4
Key Research.....	5
Why a Sports Club Framework	6
Participation Levels and Sport	6
Sport as a Vehicle for Positive Social Change	7
Strategic Intent	8
Policy in Context	9
Sports Club Framework Priority Areas.....	12
Active Monash Sports Club Framework	13
Sports Club Framework Implementation	21
Sports Club Framework Incentives	23
Active Monash Sports Club Development Program	24
How does Fair Access impact our club's rating against the Gender Equity standard of the Framework?	24
Frequently Asked Questions.....	25
Sports Club Framework Review	26
Related Documents	27



Overview of Changes Made to the Framework adopted 2020

-  New section added
-  Updated/modified section



Changes Made to Standards

Framework Version 1 16 Standards	Framework Refresh 14 Standards	Changes Made/Comments
1. Alcohol and Other Drugs	1. Alcohol and Other Drugs	*
2. Healthy food and drinks	2. Healthy food and drinks	*
3. Costs and flexibility	3. Membership Costs and flexibility	*
4. Culturally and Linguistically (CALD) groups	4. Diverse and Inclusive Clubs	* Consolidation of standards 4. Culturally and Linguistically (CALD) groups and 5. Disability
5. Disability		* Incorporated into Standard 4. Diverse and Inclusive Clubs
6. Gender equity	5. Fair Access, Gender Equity and LGBTIQ+ Inclusion	* Expanded standard to include Fair Access and LGBTIQ+ Inclusion
7. Club Health Check	6. Club Health Check	* Standard updated to reference ASC Game Plan
8. Council Policies	7. Lease and Licence Requirements	*Council Policies now covered in standards 7. Lease and Licence Requirements and 8. Key Policy Requirements
9. Legislative Requirements		*Legislative requirements now covered in standards 7. Lease and Licence Requirements and 8. Key Policy Requirements
10. Key Documents	8. Key Policy Requirements	*Key documents now covered in 7. Lease and Licence Requirements and 8. Key Policy Requirements
11. Decision Making and Leadership	9. Decision Making and Leadership	*
12. Engagement	10. Club Engagement	*
13. Strategic	11. Strategic planning	*
14. Financial	12. Financial sustainability	*
15. Environment	13. Environment	*
16. Growing Membership	14. Growing and Retaining Membership	*

*Note - Additional detail has been added to improve the clarity and distinct requirements of each level of all standards in the Framework Refresh i.e., Mandatory, Bronze, Silver, Gold and Platinum levels. The original Framework is provided in [Appendix 1 - Active Monash Sports Club Framework Version 1](#)

Key

	Priority Area 1 – Healthy and Resilient
	Priority Area 2 – Inclusive and Accountable
	Priority Area 3 - Sustainable



Executive Summary

Adopted by Council in August 2020, the Active Monash Sports Club Framework provides a framework where sport clubs and Council can work together to achieve a shared vision for community outcomes through sport.

The Framework seeks to support and build the capacity of community clubs to become more sustainable, inclusive and welcoming through learning and development opportunities in areas of diversity, respect and social responsibility.

The Active Monash Sports Club Framework Refresh presents a new five-year program (2024-2029) that aims to support and incentivise clubs to achieve good governance, inclusive participation outcomes and best practice management by achieving gold or platinum level accreditation under the Framework.

To help support and build better clubs, Council has expanded its club development program. The Active Monash Sports Club Framework will act as a tool for club administration, governance, development and connecting with the community. The Framework seeks to make the regulatory and administrative process easier and free from burden by developing training, resources, templates and information for clubs.

Foreword

Sport contributes to community identity—serving as a focal point for community engagement, pride and achievement. The diversity of sports and sporting activities (including social sport and active recreation) make it an ideal medium to reach people from every age group, gender, culture and socio-economic background and all abilities.

The broader benefits of sport go beyond the personal benefits derived from participation. Sport is a popular focal point for strategies that underpin policies for community development and social inclusion including Council's Active Monash Club Framework.

"Diversity... in all its forms, inclusion, decency, respect – are all vitally important to our nation. And sport can provide a platform to showcase how to get it right." **Julia Gillard, 21 November 2018.**

Participation in physical activity, particularly among children, supports a number of lifelong benefits (Clearing House for Sport, Preventive Health, Sport and Physical Activity), including:

- Development of fundamental motor skills
- Improvement of current health and fitness
- Contribution to long-term health and the prevention of chronic disease
- Promotion of more inclusive and engaged communities through social interaction.

Sports clubs play an important role in the provision of opportunities to participate in sport and physical activity more broadly. Evidence suggests that adults involved in sports clubs are significantly more likely to achieve recommended levels of physical activity than those who are not. Community sports clubs also provide opportunities for social interaction through both structured (organized and competitive) and unstructured (social) participation in sport, impact positively on social and mental well-being with potentially greater physical and mental health benefits from club sport participation than from other forms of physical activity. Elements of social and mental well-being such as social connectedness, social



support, peer bonding, increased life satisfaction and self-esteem, may reduce stress, anxiety, and depression and can be enhanced by participation in organised sport.

Key Research

Sport access historically has been marked by disparities in access and opportunity: Various groups, including women, participants with disabilities, minority populations, and those from lower socio-economic backgrounds, have faced systemic barriers to participation (Hoye et.al., 2022).

Cultural and social barriers: Societal norms and expectations can discourage or prevent certain groups from engaging in sports (Serrano-Sura, Molina & Martinez-Baena, 2021).

Gender Inequality: Despite progress, gender gaps in participation, funding, media coverage and leadership positions in sport remain (Hoye et.al., 2022; Jeans et. al., 2022).

The Victorian Government’s Inquiry into Women and Girls in Sport and Active Recreation (2015) recommended the delivery of *female friendly built environments and equitable facility usage policies* (Recommendation 6) which led to the development of the State Government’s Fair Access Policy Roadmap.

The Monash Participation Study 2023 identified Council’s indicative investment (capital and operational spend per annum) on the top outdoor participation sports over the period 2011-2022. Overall the findings of this study demonstrate the significant inequity of annual spend on male versus female participants in outdoor club-based sport as shown in the table below.

SPORT	AVE ANNUAL SPEND	MALE PARTICIPATION	FEMALE PARTICIPATION	MALE SPEND	FEMALE SPEND	AVE SPEND PER PARTICIPANT
Cricket Synthetic	\$718,020	2,211 (91.4%)	209 (8.6%)	\$656,270	\$61,750	\$297
Cricket Turf	\$883,811	418 (100%)	Nil	\$883,811	Nil	\$2,114
All Cricket	\$1,601,831	2,629 (92.6%)	209 (7.4%)	\$1,540,081	\$61,750	\$564
Football (AFL)	\$1,233,140	1,606 (81%)	374 (19%)	\$998,843	\$234,297	\$622
Football (soccer)	\$1,435,803	1,722 (89%)	210 (11%)	\$1,277,865	\$157,938	\$743
Rugby	\$153,845	575 (82%)	130 (18%)	\$126,153	\$27,692	\$218
Softball	\$112,928	56 (17%)	272 (83%)	\$19,198	\$93,730	\$344
Athletics	\$79,184	209 (60%)	139 (40%)	\$47,510	\$31,674	\$227
Baseball	\$92,689	218 (84%)	43 (16%)	\$77,859	\$14,830	\$355



Why a Sports Club Framework

The Active Monash Sports Club Framework looks to capitalise on Council's investment in sport and recreation by enhancing the capacity of clubs that use its sport facilities to improve community participation, engagement and social outcomes. Specifically, better clubs means more opportunities for more people to participate in activities that create positive social change.

Sports clubs engage the community at many levels, providing opportunities for children and adults to exercise, develop new skills, and to compete and socialise with others in their community. The leadership strength of sports clubs allows them to reinforce healthy and respectful attitudes, social norms and behaviours.

Experience shows that people are attracted to good clubs, but sports clubs can sometimes give rise to unhealthy environments that can discourage people from participating, deter broader community engagement, and perpetuate unhealthy attitudes and behaviours. The Active Monash Sports Club Framework therefore seeks to work with all clubs across Monash to achieve better outcomes for the community by ensuring our clubs are **healthy and resilient, welcoming and inclusive, accountable, and sustainable**.

The Framework sets out minimum standards that clubs are expected to achieve. The Framework then sets aspirations for clubs to go beyond these minimums and become accredited as Active Monash Bronze, Silver, Gold or Platinum club .

Participation Levels and Sport

Many factors influence a community's participation levels in physical activity. The provision of sport and sporting opportunities is a major contributor, and the culture of sporting clubs is also critical.

Sport plays an important role in the provision of physical activity in the community. AusPlay data from 2022/23 shows that 48% of Australian children aged 0 – 14 participate regularly (1+ week) in sport-related activities indicating children are returning to sport after COVID-19, although rates are not yet back to pre-pandemic levels.

The National Sport and Physical Activity Participation Report (AusPlay, October 2023) also shows that over 78% of Australian adults aged 15+ participate at least 1+ per week in sport or physical activity, with 40% of participants doing sport-related activities. However, females (32%) participate in sport-related activity (1+ per week) at a significantly lower rate than males (48%). Participation rates among females 15+ have declined across regular frequencies. Rates for 1+ per week, 3+ per week, 5+ per week and 7+ per week, which increased for women during COVID-19, have dropped back to previous levels or below. Active Monash recognises that gender is not binary and that most of the gender participation data collected for community sport has been binary in nature.

The Victorian Population Health Survey (2017) and Pride in our future: Victoria's LGBTIQ+ strategy 2022-32 identify that *compared with the general population participation rate of 23.5%, significantly fewer or just 16.5% of LGBTIQ+ adult Victorians are members of a sports group.*



Key findings from the Victorian Population Health Survey (2017) also shows that in the year preceding the survey, 34.2% of LGBTIQ+ adults experienced discrimination or were treated unfairly by others compared with less than half that proportion in heterosexual, non-LGBTIQ+ adults (15.6%).

Discrimination has a negative impact on health and wellbeing, in particular mental health. The mental health and general physical health are poorer for LGBTIQ+ adults compared with non-LGBTIQ adults, and a higher proportion have two or more chronic illnesses.¹

Figures consistently show that people born in Australia are more likely to participate in sport and physical recreation than those born in non-English speaking countries, with women from non-English speaking backgrounds having the lowest levels of participation.

Sport as a Vehicle for Positive Social Change

Health & Wellbeing

If you are more physically active you will be physically healthier, but the research also shows people who are more active are more mentally healthy. Participation in sport can also lead to higher self-worth and healthy-happier employees in the workplace.

Participation in sport not only reduces obesity and tones and strengthens bodies, but sufficient physical activity reduces the risk of developing: coronary artery disease; type 2 diabetes; depression, anxiety or other mental illnesses; dementia/cognitive decline in older adults and some cancers.

Personal and Social Capital

While all physical activity provides significant benefits, sport—particularly involvement in team-based sport—can lead to stronger outcomes in personal wellbeing including: improved resilience and mental health outcomes; positive role models; social connectedness; higher likelihood of meeting physical activity guidelines and continuing physical activity.

Evidence confirms that clubs can foster community pride and generate a sense of belonging as well as increasing opportunities for volunteering. Club activities are also known to bind families and its members through shared experiences.

Sports clubs are also a vehicle for inclusion, drawing together people of different ages, abilities, religions and cultures, reducing isolation and contributing to the social capital of the community.

Economic Benefit

It is estimated that regular community-based sport participation in Australia generates approximately \$18.7B value per year in social capital. This includes: direct economic benefits; avoided health costs; educational benefits; and, the value of the volunteer and not-for-profit networks. Sports clubs can often promote economic growth within the local community through their regular activities, business investment, employment, major events and tourism.

¹ VAHI, Findings from the Victorian Population Health Survey 2017 retrieved from <https://vahi.vic.gov.au/reports/population-health/health-and-wellbeing-lgbtq-population-victoria>



Strategic Intent

Framework Objective

To encourage and promote Active Monash Clubs aligned with Council's values (accountability, respect, teamwork) to improve community and broader social outcomes.

Framework Purpose

To provide a strategic and coordinated approach to support clubs within Monash provide opportunities for sport to the community that create positive social change.

Policy Pillars

Monash Council Plan

Monash Health & Wellbeing Plan

Fair Access Policy Roadmap & MERSR Fair Access Policy

Active Victoria 2022-2026

Guiding Principles

Capacity building

Diversity & respect

Environmentally & socially responsible

Community engagement

Healthy clubs

Promotion & awareness

Best practice & innovation

Welcoming & safe environments

Priority Areas

Healthy & resilient

Inclusive & accountable

Sustainable



Policy in Context

Monash Council Plan 2021-2025

The Monash Council Plan sets out Council's strategy for how we continue to enjoy the things we love about Monash, how we can address the pressures our city faces and make the most of the opportunities that come from being a popular place to live, learn, work and play.

The Council Plan has a four-year horizon reflecting Council's term, and sets out Strategic Objectives and Strategies for implementation.

Monash Public Health & Wellbeing Plan 2021-2025

The Monash Health and Wellbeing Plan combines all the areas within Council and the community that help define a healthy city. It highlights major health and wellbeing priorities under strategic pillars that Council will strive to improve.

Victorian Government's Fair Access Policy Road Map

The Fair Access Policy Roadmap aims to develop a statewide foundation to improve the access to, and use of, community sports infrastructure for women and girls. From 1 July 2024, all Victorian councils are required to have gender equitable access and use policies in place to be considered eligible to receive infrastructure funding. These policies will ensure that women and girls and gender diverse people can fully participate in and enjoy the benefits of community sport, with fair opportunity and access to their local facilities.

The Roadmap is being delivered through the Office for Women in Sport and Recreation, in partnership with Sport and Recreation Victoria and VicHealth, and aligns with Victoria's *Gender Equality Act 2020*.

Melbourne East Region Sport and Recreation Fair Access Policy 2024

The Melbourne East Regional Sport and Recreation Strategy (MERSRS) was developed in partnership with eastern region Councils, namely Yarra Ranges, Maroondah, Manningham, Monash, Whitehorse, and Knox to establish the region's first coordinated and collaborative approach to sport and recreation planning and policy.

The MERSRS group of Councils have since worked together to develop a regional Fair Access Policy position in partnership with key stakeholders such as Sport and Recreation Victoria (SRV) and Women's Health East.

The Melbourne East Region Sport and Recreation (MERSR) Fair Access Policy delivers a shared, overarching policy position for Councils in the region that has been adopted by each Council at a local level.

The MERSR Fair Access Policy addresses the State Government's Fair Access Policy Roadmap requirements and enables the participating local governments to remain eligible for State Government funding post 1 July 2024.

The MERSR Fair Access Policy responds to these concerns and includes six principles and approaches to achieving the vision: **"Women and Girls, Transgender and Gender Diverse People in Melbourne East Region will have equal participation, access, power, and resources in sport."** This means:

- Participation opportunities are inclusive for all.
- There is access to safe facilities and welcoming sport environments.



- Women and girls, transgender and gender diverse people have power and representation in leadership positions.
- Resources are equally distributed.
- Addressing intersectionality in the way that we design and provide participation opportunities.

The successful implementation of the policy will mean women and girls, transgender and gender diverse people will be treated with respect and fairness.

The MERSR Fair Access Policy aims to eliminate systemic causes of gender inequality and discrimination across the seven Melbourne East Region councils' sport and recreation services. Proposed approaches have been designed for the following key principles:

- Infrastructure
- Roles in sport
- Allocation and scheduling
- Leadership
- Culture and environment
- Reward, celebrate and prioritise.

Active Victoria 2022-2026

Active Victoria 2022-2026 is an update of the 2017 blueprint that sets out Victoria's priorities for sport and active recreation. Participation and investment in sport and active recreation is important to Victoria because it creates economic growth and jobs, helps make Victorians healthier and happier, builds community cohesion and contributes to the liveability of local communities.

Active Victoria outlines the State Government's plan to ensure even more people can tap into all the benefits that sport and active recreation delivers and outlines a strategic framework that aims to get grassroots and elite-level sports back in the game post pandemic.

The refreshed Active Victoria 2022-2026 outlines six priority outcomes that the Victorian Government are working towards. These include:

- Increasing equitable participation in sport and active recreation
- Delivering quality infrastructure that is accessible, respectful and inclusive
- Building the capability of the sport and active recreation workforce
- Implementing good governance practices to ensure a safe and sustainable sector
- Supporting a pipeline of sporting events within the Victorian events calendar
- Encouraging Victorians to achieve success at the highest level through high performance.

Gender Equity

Monash's Gender Equity Framework details Council's commitment to ensuring inclusive and welcoming environments and outlines Gender Equity guidelines for Monash sports clubs.

Gender equity recognises that within all communities and organisations, women, men, and gender diverse people have different needs, access to power, resources, and responsibilities. To ensure fairness, strategies must often be available to compensate for women's historical and social disadvantages, which have prevented a level playing field.

Gender equity leads to gender equality, where there are equitable rights, responsibilities, and opportunities for people of all sexes and genders.

Gender inequality is a precondition of violence against women, and, therefore, in order to prevent this violence, we need to address gender inequality. Women who face multiple and intersecting forms



of discrimination and disadvantage are at greater risk of violence and have greater difficulty accessing support.

Monash City Council aims to ensure that everyone in the Monash community enjoys the same opportunities, rights and respect, regardless of their ability, age, cultural background, gender identity, sex or sexuality.²

LGBTIQ+ Inclusion

Monash's first LGBTIQ+ Action Plan (2023) builds on Council's commitment to LGBTIQ+ inclusion and provides a framework and actions to better understand and respond to the experiences and priorities of LGBTIQ+ communities in Monash.

Monash is committed to celebrating diversity, encouraging social inclusion and ensuring equity, safety and access across Monash for everyone, regardless of sexuality, sex characteristics or gender identity. This will include working with community organisations, such as our sports clubs and our Multicultural Advisory Committee, to explore and encourage inclusion of LGBTIQ+ people.

This Plan now provides a significant opportunity to capture lessons learnt, build upon evidence, and further strengthen diversity, inclusion and belonging to **transform LGBTIQ+ people's lives** for the better in Monash.

In addition to this, Vicsport in partnership with Proud 2 Play, has created the [Rainbow Roadmap](#) to assist sport organisations in achieving rainbow ready status to and provide safe, inclusive and affirming opportunities for LGBTIQ+ people to enjoy the benefits of sport and active recreation.

Three key objectives underpin the roadmap:

1. To increase and attract LGBTIQ+ people to your sport
2. To ensure that LGBTIQ+ people have safe and positive experiences in your sport
3. To address and combat LGBTIQ+ discrimination (including homophobia, biphobia, transphobia, intersexism).

Sports Club Framework Guiding Principles

The Active Monash Sports Club Framework requires that Council works with its clubs under the following guiding principles:

Capacity building

Build the capacity of clubs by providing opportunities for learning and development, resources and support where necessary.

Diversity and respect

Support clubs to ensure they meet the needs of our diverse community.

Environmentally and socially responsible

Recognise the role of local sporting clubs in the philosophy of 20-Minute Neighbourhoods. Promote and encourage sound environmental and socially responsible practice into all club operations.

Community engagement

Ensure clubs engage with its community in an inclusive, timely and transparent manner.

² Monash Leasing and Licencing Policy adopted 30 April 2024



Healthy and sustainable clubs

Strengthen and support the use of model behaviors to maximise community exposure and the benefits of participation through sports club activities.

Promotion and awareness

Work to promote and support Active Monash clubs in key messaging to provide greater opportunities to mutually benefit from working in partnership.

Best practice and innovation

Help Active Monash clubs embrace best practice, and be innovative in their programming and practices to meet the changing needs of the community.

Active Monash clubs will look to share research and use data to promote, encourage and evaluate their success.

Welcoming and safe environments

Help create welcoming and safe environments for all. Prevent harm from alcohol, tobacco and other drugs, gambling, harassment, discrimination, and violence.

Sports Club Framework Priority Areas

The Framework will focus on three priority areas:

Priority Area 1 - Healthy and Resilient

This priority area aims to ensure that Monash sports clubs provide opportunities for all members of our community to be participate in sport, be physically active, healthy and well. Active Monash's vision '*Participate Your Way*,' focuses on providing varied **sport and recreation opportunities for all ages and abilities**, with a strong emphasis on inclusion.

Council values the importance of maximising opportunities for all members of our community to participate in sport and physical activity and develop healthy lifestyles. Good health is considered a universal right for all, regardless of ability, age, cultural background, gender identity, sex or sexuality.

We believe everyone in our community has the right to participate in sport and active recreation, develop healthy lifestyles and aspire for a happier and healthier self, which is why we strive to reduce barriers to participation.

The criteria in this priority area will ensure clubs consider strategies to ensure that people are healthy and safe from harm from alcohol and other drugs, violence, gambling, discrimination and harassment, and diet. The criteria aim to ensure clubs are family friendly destinations, which leads to vibrant clubs both on and off the field.

A key condition of Council's new lease and licence agreements, is that sports clubs are required to provide a welcoming, respectful and inclusive environment for all.

Community groups participating in activities that promote **disrespectful attitudes, norms, behaviours and practices of any kind including but not limited to the display of any sexually explicit, offensive**



materials or sexual objectification in any form, may risk having their opportunity to use Council land and buildings removed.³

Priority Area 2 – Inclusive and Accountable

This priority area aims to ensure that Active Monash clubs are welcoming and inclusive to everyone in our community, regardless of age, race and ethnicity, sex, gender identity and sexuality, ability, faith and religious beliefs, Aboriginal and Torres Strait Islander identity, and/or socio-economic status.

This priority area aims to ensure that Active Monash clubs are meeting their legislative and other requirements, and have their governance in order. This guides clubs through some of the key documents they should have in place to minimise risk, engage and develop their members, volunteers, officials and committees, and ensure member security.

This priority area also aims to ensure that Active Monash clubs provide welcoming and inclusive environments, fair access to Council facilities and equal opportunities for all members of our diverse community to participate in community sport in accordance with relevant state and local government legislation and policies such as:

- Charter of Human Rights and Responsibilities Act 2006 (Vic)
- Equal Opportunity Act 2010 (Vic)
- Disability Discrimination Act 1992 (Cwth)
- Gender Equality Act 2020 (Vic)
- Sex Discrimination Act 1984 (Cwth)
- Melbourne East Region Sport and Recreation Fair Access Policy 2024.

Priority Area 3 - Sustainable

This priority area aims to ensure that Active Monash clubs are planning for the future. There is a focus on building club capacity to demonstrate robust financial management, good governance practices and strategic planning to enable them to sustain and grow membership and diverse participation outcomes. Clubs understand the changing nature of sport, local community needs and what that means in Monash.

Active Monash Sports Club Framework

All clubs that receive a lease, licence or seasonal allocation to a Council owned or managed sportsground, sporting facility or pavilion, and/or land for sporting activities, are accountable to this Framework. The Framework is referenced in all club user agreements and sets the standards Council expects clubs to meet in return for access to the facilities.

The Framework has **fourteen standards** across the three priority areas. **Clubs are expected to meet all mandatory standards in each priority area.** Beyond this, it is expected that clubs will strive to improve in each standard, with the objective of being accredited an Active Monash Bronze, Silver, Gold or Platinum Club under the Framework. Training and fees subsidy opportunities are available to assist clubs through this process.

³ Monash Leasing and Licencing Policy adopted 30 April 2024



Active Monash Sports Club Framework					
Priority Area 1: Healthy and Resilient					
Standard	Mandatory	Bronze	Silver	Gold	Platinum
1. Alcohol and other drugs	<p>For clubs with a liquor licence: No alcohol during junior matches or training (30 mins after last game/training finishes).</p> <p>Comply with legislative liquor licence requirements e.g. current licence on display at venue.</p> <p>Completion of an accredited Responsible Service of Alcohol (RSA) Course for all people serving alcohol.</p> <p>Clubs retain up-to-date records of RSA certificates for bar staff/volunteers.</p> <p>Hours of supply within the permitted hours as detailed in Sportsground & Pavilion Conditions of Use.</p>	<p>Hold Good Sports Accreditation.</p> <p>Actively encourages responsible serving of alcohol and enforces no smoking/drinking areas around pavilion and within boundary zones as required e.g. no smoking within 20 metres of a playing area during junior sport.</p> <p>Club does not supply alcohol to players at the end of matches.</p>	<p>Appoint a club member to be responsible for all alcohol and liquor licencing related matters e.g. nominated licensee or bar manager.</p> <p>Zero tolerance towards illicit drug use, with a clear policy that address any misuse.</p> <p>Club social events not to include alcohol in the entry price.</p>	<p>No promotion of alcohol.</p> <p>Alcohol education program - Run a yearly alcohol education/awareness programs such as workshop on substance abuse.</p> <p>Clubs not to normalise consumption of alcohol by offering alcohol as prizes and/or gifts, or in membership.</p>	<p>Alcohol free club (no club, limited or renewable liquor licence).</p> <p>** Temporary limited licence permitted for no more than 6 occasions annually for adults only.</p>
2. Healthy food and drinks	<p>Holds a current and applicable food registration if required.</p>	<p>Club has healthy and alternative food options available i.e. fruit, sandwiches, vegetarian /</p>	<p>The Club has introduced elements of the Victorian Government's Healthy</p>	<p>The Club has embedded the Victorian Government's Healthy Choices policy</p>	<p>As per Gold or Participate in healthy eating education for & promote healthy eating</p>



Active Monash Sports Club Framework					
Priority Area 1: Healthy and Resilient					
Standard	Mandatory	Bronze	Silver	Gold	Platinum
		vegan options / non-sugary drinks.	Choices policy guidelines for sport and recreation.	guidelines for sport and recreation.	in the club environment e.g. https://monashhealth.org/services/health-promotion/healthy-sports-clubs/
3. Membership costs and flexibility	<p>Club offers membership pricing variability to encourage participation by all members of the community such as junior, senior and concession fee options advertised on their website &/or social media.</p> <p>Where applicable, leased clubs offer casual use hire of facilities to promote and encourage non-member recreational use of facilities.</p>	<p>Club offers and promotes payment plans to members / participants.</p> <p>Clubs with juniors participate in Get Active Victoria Kids Voucher Program</p> <p>Club has a concession pricing option (subsidy) for disadvantaged cohorts of the community e.g. government concession card holders</p>	The club subsidises the cost of participation for participants for example flexible uniform policy, access to second-hand or shared equipment, providing uniforms at no cost, paying entry fees etc.	The Club has a Membership or Fees and Charges Policy that clearly sets out the principles & rationale behind membership fee structure.	<p>Establish a scholarship program to sponsor participants.</p> <p>Club undertakes regular reviews of their fees & charges to ensure affordability & sustainability.</p>
4. Diverse and Inclusive clubs	The club does not discriminate against an applicant for club membership based on their sex or gender identity.	<p>Has completed cultural awareness training or other session e.g. Say No To Racism (in the last two years)</p> <p>Inclusive club champion</p>	Minimum 2 members of the executive committee have completed disability awareness training.	The Club minimises the occurrence of conflicts and complaints within a club and has the following documents in place:	The Club can demonstrate how it actively assess & reduces barriers to participation



Active Monash Sports Club Framework					
Priority Area 1: Healthy and Resilient					
Standard	Mandatory	Bronze	Silver	Gold	Platinum
		appointed		Up-to-date constitution and by-laws Policies such as child safeguarding, member protection, team selection teams. Codes of conduct for players, spectators, coaches, officials and committee members.	for all members of the community.
5. Fair Access, Gender equity and LGBTIQ+ inclusion	Club committee is fully aware of key legislative requirements: -Charter of Human Rights and Responsibilities Act 2006 (Vic) -Equal Opportunity Act 2010 (Vic) -Gender Equity Act 2020 (Vic) -Sex Discrimination Act 1984 (Cwth) - Fair Access Policy Road Map (Vic)	Minimum 2 Club committee members have participated in gender equity and LGBTIQ+ training, awareness, and/or campaigns in the last 2 years. The club provides opportunities for women and or girls to participate in their primary sport.	The club provides opportunities for women and girls to participate in their primary sport.	People across all genders are actively participating on & off the field. This includes community sporting venues & clubs that demonstrate equitable access for women & girls & gender diverse people, including at the most convenient times & locations for competition & training. Inclusive of LGBTIQ+	Has gender equity targets for leadership roles such as coaches, committees & board e.g., Min 40% by 2027. Gender balance across all levels of club activities (minimum 40% membership for women & girls).
*Sports Clubs Inclusive and Welcoming Physical Environments factsheet					



Active Monash Sports Club Framework					
Priority Area 1: Healthy and Resilient					
Standard	Mandatory	Bronze	Silver	Gold	Platinum
6. Club Health Check	<p>Clubs to self-audit and complete Council’s Sports Club Framework annual self-report template within timelines requested by Council.</p> <p>Register for the Australian Sports Commission (ASC) Game Plan https://www.sportaus.gov.au/club-development</p>	<p>Club participates in an “Health Check” program either from their SSA or ASC Game Plan available at https://www.sportaus.gov.au/club-development and complete club capacity building self-assessment and identify club priorities</p>	<p>Provide a copy of the annual Club Health Check to Council (either from SSA or ASC Game Plan) with relevant action plan and report against capacity building initiatives undertaken in the last 12 months (i.e. detail top priority modules completed)</p>	<p>Demonstrate the Club is actively working towards priority areas in Club Health Check summary and/or club strategic priorities as identified in ASC Game Plan</p>	<p>Club priorities over the last 3 years have been achieved and verified.</p>
7. Lease and Licence requirements	<p>Club has provided Council with all annual lease/ licence agreement reporting requirements.</p> <p>The club has not received a show cause or breach of condition letter from Council in the last 12 months.</p>				



Active Monash Sports Club Framework					
Priority Area 2: Inclusive and Accountable					
8. Key Policy Requirements	Club develops a Member Protection Policy. Club develops a Fair Play Code (inclusive of a Code of Conduct). Club develops a Child Safe Policy and complies with the 11 Child Safe Standards e.g. https://ccyp.vic.gov.au/child-safe-standards/the-11-child-safe-standards/ The club has reviewed it's constitution in the last three years.				
9. Decision making and leadership	Position descriptions for all roles (paid and volunteer)	Minimum 2 committee members actively participated in professional development opportunities in the last 2 years.	Coaches, medical/first aid officers, umpires are appropriately trained and/or accredited for the role.	Actively recruits diverse leaders e.g. women, people with a disability, people from CALD communities.	Succession planning for key personnel e.g. advanced coaching opportunities provided to retain talent
10. Club Engagement	Club has an up-to-date website and or social media identifying who, what, when, where & how to participate.	Club actively promotes the club to the community via Open Days, Come & Try Days, social media	Actively promotes and/or showcases all programs, teams and cohorts of the club	Actively promotes the club with values that align with those in the Framework Actively promotes their Sport Club Framework level on website Has a communications or engagement strategy	N/A



Active Monash Sports Club Framework					
Priority Area 3: Sustainable					
Standard	Mandatory	Bronze	Silver	Gold	Platinum
11. Strategic planning	<p>The Club has an adopted Plan for the future.</p> <p>As a minimum, the plan should include:</p> <ul style="list-style-type: none"> • A mission, • Goals, • Objectives, and • Actions. <p>Register for the Australian Sports Commission (ASC) Game Plan https://www.sportaus.gov.au/club-development</p>	<p>The Club has a resource plan in place to guide its finances and planning.</p> <p>ASC Game Plan available at https://www.sportaus.gov.au/club-development and complete club capacity building self-assessment and identify club strategic priorities</p>	<p>The club can demonstrate it includes a broad range of stakeholders in its planning including, Board/committee members, Volunteers, participants, Paid staff, Coaches and Parents.</p>	<p>The Club shares and promotes its Plan to its members i.e. the club actively communicates and educates its members on the club's strategic priorities.</p>	<p>The Club reports against its Plan annually to its members.</p> <p>Club priorities over the last 3 years have been achieved and verified.</p>
12. Financial sustainability	<p>Adopts a budget, a profit and loss statement and maintains a balance sheet.</p> <p>The Club has multiple sources of income and records a surplus.</p>	<p>Annual report compares actual result to budget in the Financial Plan.</p> <p>Club has recorded two years of an annual surplus.</p>	<p>Successful implementation of the Financial Plan to return an annual surplus for 3 consecutive years</p>	<p>Continuing to implement and further enhance club's financial performance e.g. 5 years of returning an operating surplus.</p>	<p>Club has cash reserves in the bank for co-contribution to asset renewals and/or reinvestment back into the sport.</p>



Active Monash Sports Club Framework					
Priority Area 3: Sustainable					
13. Environment	Aligns with legislation (Victoria Single-use plastic bans) and does not use single use plastic e.g. no polystyrene or plastic straws.	Has a waste management plan for the minimisation and collection of litter and waste.	The Club has policies supporting sustainability e.g., purchasing policy.	The Club has an Environmental Action Plan.	The Club communication, educates and reports against its Environmental Action Plan to its members.
14. Growing & retaining membership	The Club keeps accurate and up to date membership data that allows it to analyse and report on its membership base and diversity.	The Club has a membership or welcoming officer responsible attracting and welcoming new members.	The Club has membership / participation targets to increase diversity.	The Club can demonstrate growth in under-represented sections of the community.	The Club is able to show sustained membership and or growth over multiple years across different sections of its membership base.

Note: Council reserves the right to use its discretion to allow clubs to meet the standards using other evidence than that provided above.



Sports Club Framework Implementation

Benefits to clubs

Compliance with Active Monash's Sports Club Framework is expected to have a range of benefits for clubs including:

- Improved governance and administration
- Improved funding opportunities
- Discounted fee opportunity
- Ensure club and council expectations align
- Where appropriate Council will work with Local and State Associations on development opportunities and compliance alignment
- Increased membership potential and pathway connections
- Increased pool of potential volunteers
- Increased access to revenue streams or sponsorship opportunities
- Better image in the community; and
- Decreased risk from improved practices.

Continued access to fee subsidies

The Active Reserves Fees and Charges Policy, was developed for licensed clubs to ensure that Council has a fair and consistent rationale underpinning the fees and charges for facilities based on recouping a percentage of maintenance costs.

Sports grounds and pavilions are classified to reflect the variety of standards that exist across the municipality. Sports grounds are classified so that a higher standard of ground (i.e. Class A) is charged at a higher rate than a ground of a lower classification (i.e. Class B or C).

Under the policy Council recoups approximately 15% of the maintenance costs of the grounds and pavilions from tenants.

Under the Framework, clubs are required to meet the mandatory requirements of the framework (by October 2024) to ensure they continue to receive access to Council's maximum 85% subsidy. Similarly, clubs must meet the requirements of (at least) Bronze accreditation by the end of year 3, (at least) Silver accreditation by the end of year 4 and Gold by the end of fifth year respectively to continue to maintain access to Council's 85% subsidy of sporting infrastructure. Clubs that achieve Platinum status will subsequently receive a 90% subsidy on the cost to maintain facilities, representing a 33% decrease in the cost of their fees.

For clubs that do not meet the standards, the maximum subsidy they are eligible for will be reduced. Council will work with Clubs throughout the year to train, educate and support them to achieve the next level of accreditation. Some clubs will need more support than others to achieve the standards. Clubs that require more assistance will be provided this help.

Clubs that do not meet the mandatory club requirements under the framework will progressively see their subsidies reduce. For example, by the end of year 2 they will become eligible to receive a maximum Council subsidy of 80%. Similarly, Clubs that fail to meet the mandatory requirements by the end of year 3 will become eligible to receive a maximum ground and pavilion subsidy of 75%, dropping to 70% for year 4, and 50% by year 5.

Ultimately, Clubs that cannot achieve mandatory accreditation by year 5, will become a lower priority for access to grounds and facilities where demand exceeds supply to ensure community benefit is maximised.



Active Monash Club Subsidy Eligibility Scale:

	June 2024	2024	2025	2026	2027
90%					Platinum
85%	Refresh	Mandatory	Bronze	Silver	Gold
80%		Fails	Mandatory	Bronze	Silver
75%			Fails	Mandatory	Bronze
70%				Fails	Mandatory
50%					Fails
0					

The below is an **example** of the fee subsidy rates, that work through the different levels exclusive of fee increases due to CPI or cost of maintenance etc. For example, if the club's fee is currently \$1,500 it would remain the same relatively as it progresses through the framework annually from 2024 to 2027. If the same club fails to achieve bronze accreditation in 2025, its annual subsidy would fall from 85% to 80% resulting in a relative fee increase of \$500 going from \$1,500 to \$2,000.

	July 2024	2024	2025	2026	2027
90%		\$1,000	\$1,000	\$1,000	\$1,000
85%	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
80%		\$2,000	\$2,000	\$2,000	\$2,000
75%			\$2,500	\$2,500	\$2,500
70%				\$3,000	\$3,000
50%					\$5,000
0					



How to meet the Active Monash Sports Club Framework standards

Your club will need to **understand** the Framework, **take action** on areas that need improvement, and then **report** on your progress to Council, showing evidence, via IMS (or similar software) of how you have met each standard. Council will then assess your information and confirm your level of **accreditation** for that year, and subsequent fee subsidy eligibility.



Sports Club Framework Incentives

By creating the right club culture and environment for members, as clubs work through the framework incentives will become available to its members. These incentives may include benefits such as:

- Continued ground and pavilion charges subsidies
- Discounts for platinum clubs
- Discounts to other Active Monash Services for all club members – gym, pool, golf
- Recognition of the club’s accreditation status on Council’s website, promotion and cross subsidy opportunities
- Priority access to Council facilities
- Priority access to Council programs, initiatives and support opportunities
- Priority given to capital works upgrades
- Access to Council’s bulk buying power for gas and electricity tariffs.



Active Monash Sports Club Development Program

In order to help clubs understand and comply with the priority areas outlined in the Framework and meet the standards, Council will offer assistance to clubs at no cost. Each year, Council will provide at least three open training sessions to upskill clubs on different topics from the priority areas.

In addition, each year clubs are expected to complete the Club Health Check, demonstrate club capacity building and engagement with free training activities available at [ASC Game Plan](#), and report key actions and activities to Council annually. This will help Council identify gaps and tailor the training to best suit your needs.

How does Fair Access impact our club's rating against the Gender Equity standard of the Framework?

Under the Framework, clubs that embrace best practice gender equity principles and their responsibilities as outlined in the MERSR Fair Access Policy, will progress through levels of the Framework e.g. move from bronze or silver up to gold or platinum standard.

Gold and platinum ranked clubs will retain significant fee subsidies, prioritised access to facilities and investment into infrastructure upgrades. That is, high-performing clubs, that consistently maintain a gold or platinum standard, will have priority access to grounds and facilities in Monash where demand exceeds supply.

Clubs that fail to embrace best practice gender equity principles and their responsibilities as outlined in the MERSR Fair Access Policy, will struggle to progress through the levels in the Framework.

Clubs that fail to improve **over a consecutive period of 3 or more years**, and maintain a bronze or silver rating in the Framework for the Gender Equity standard, will experience:

- Reduced security of access to grounds and facilities e.g. a club that fails to meet the mandatory requirements for the Gender Equity standard, will have their license agreement revoked and be transitioned to a seasonal allocation
- Higher fees and charges
- Increased likelihood of having to share grounds and facilities to accommodate high-performing clubs (i.e. gold or platinum accredited clubs).

Clubs that cannot achieve Gold Accreditation for the **Gender Equity** standard that is listed in this framework, will become a lower priority for access to grounds and facilities where demand exceeds supply to ensure community benefit is maximised. This may include implementing shared access to grounds to accommodate clubs that can demonstrate Gold Accreditation for this standard, as well as the potential of tenant clubs losing their facility allocation altogether if they do not achieve Mandatory Accreditation for this standard.



Frequently Asked Questions

Is my club covered by the Framework?

All clubs that receive a lease, licence or seasonal allocation to a Council owned or managed sportsground (including all playing surfaces, pitches, courts, greens etc), sports facility, sporting pavilion or open space for sporting activities are covered by this Framework.

Does our club have to meet the standards in the Framework?

Working under the Framework and meeting the standards is not mandatory but will have a range of benefits to your club, and will impact your ability to access Council's existing subsidy levels. Ultimately, clubs that fail to achieve mandatory accreditation will become a lower priority for access to grounds and facilities where demand exceeds supply to ensure community benefit is maximised.

What level of accreditation will my club receive?

Once you meet mandatory requirements, your club can be accredited at the level where you meet the most standards. For example, if your club meets 6 bronze standards, 8 silver standards, and 2 gold, you will be accredited as a silver club.

What happens if we are mostly a bronze/silver/gold club, but we do not meet all the mandatory requirements?

You have to meet all the mandatory requirements to be accredited, even if you are a high performing club.

What happens if our club does not submit our report on time?

If you do not submit your report on time, you will be considered to have failed to meet the mandatory requirements for that year. You will not be accredited, and will only have access to the lowest fee subsidy.

What happens if our accreditation changes year to year?

We hope that clubs see year on year improvement i.e. move towards gold or platinum. However it is possible that a club may go backwards e.g. gold one year to silver or bronze the next. Your subsidy will be affected accordingly.

How can I get help in meeting a particular standard?

Council will offer free development sessions each year the Framework operates. In addition you can always contact the Sports Club Liaison and Development Officer, and gain access to the expertise of other Council officers. Council will also be able to let you know of websites, online courses, publications, training providers, or community organisations that can help you.

What if my club is meeting a standard but doing it differently from the Framework?

If you think your club is performing well against a standard but it doesn't quite fit how we have laid out the Framework, please get in touch with the Sports Club Liaison and Development Officer and we may be able to use alternative evidence to allow you to meet that standard. This is up to Council's discretion on a case-by-case basis.

How will I find out about development opportunities?

Council will provide a calendar of training events each year. This will be available online and we will send it to you via email. We will also keep you updated if additional events are scheduled throughout the year.

Who can I ask for help?

The Sports Club Liaison and Development Officer is your first contact for queries relating to the Framework.

What does the appeal process look like for a club that does not achieve a level within the Framework?



Clubs that feel that they have achieved a greater (or lesser) level within the Framework, can submit in writing to the Active Monash Manager, a request to have its status reviewed. This will mean that the club will need to supply all supporting documents for the level of accreditation they are seeking. Clubs will be asked to articulate further on the items they feel they have met or exceed the requirements of the particular level.

Any subsequent dispute will be resolved through Council's formal complaints handling policy and process available on its website.

Who assesses the performance against the standards?

Recreation Services will assess each club's performance annually. This will be done through the supply of an annual health check and evidence based documentation that will be reviewed / monitored to see if the club has met the standards within each level / criteria: mandatory, bronze, silver, gold and platinum.

Sports Club Framework Review

This Framework is an initiative that aims to support, encourage and promote all Monash Clubs to be aligned with Council's key priorities of delivering inclusive and welcoming environments, fair and equitable opportunities for all, and sustainable and accountable clubs, with the ultimate view of maximising the community benefit derived through its investment in sport.

Results of annual Club Health Checks and/or ASC Game Plan reporting by clubs will form the basis from which Council will measure the success of the program. This will ensure the effectiveness of the framework can be tested in a tangible manner.

The future of the Framework beyond each five-year period will be determined following an analysis of the results and outcomes being assessed by Council, at which point the Framework may either be updated, repealed or replaced.



Related Documents

[Active Victoria 2022-2026 – A strategic framework for sport and active recreation in Victoria](#)

[Australian Sports Commission | Game Plan](#)

[Change Our Game | Fair Access Policy Roadmap](#)

[Fair access for women and girls in sport - Sport and Recreation Victoria](#)

[Inquiry into Women and Girls in Sport and Active Recreation \(Victorian Government 2015\)](#)

[Melbourne East Region Sport and Recreation Fair Access Policy 2024](#)

[Melbourne East Region Sport and Recreation Fair Access Policy Council Report & Background Report](#)

[Monash Council Plan 2021-2025](#)

[Monash Health and Wellbeing Plan 2021-2025](#)

[Monash Leasing and Licencing Policy 2024](#)

[Monash LGBTIQ+ Action Plan 2023-2027](#)

[Monash Gender Equity Framework 2021-2025](#)

[Monash Gender Equity Action Plan 2021-2025](#)

[Monash Public Health Approach to Gambling Harm Policy](#)



Appendix 1 - Active Monash Sports Club Framework Version 1

Active Monash Sports Club Framework					
Priority Area: Healthy and Resilient					
Standard	Mandatory	Bronze	Silver	Gold	Platinum
Alcohol and other drugs	<p>Good Sports Accreditation (Level 1, 2 or 3) or an alcohol free club</p> <p>Comply with legislative requirements</p> <p>Victorian Commission for Gambling and Liquor Regulations (VCGLR) adhering to standard licence obligations</p> <p>Liquor Control Reform Act 1998</p>	<p>Good Sports Level 1</p> <p>Alcohol education program</p>	<p>No promotion of alcohol</p> <p>Good Sports Level 2</p> <p>Alcohol education program</p> <p>Good Sports Tackling Illegal Drugs program</p>	<p>No Alcohol during junior matches or training (1hr after last game/training finishes)</p> <p>Good Sports Level 3</p> <p>Alcohol education program</p> <p>Good Sports Tackling Illegal Drugs program</p>	<p>Alcohol free club</p> <p>(no club, limited or renewable liquor licence)</p> <p>** Temporary limited licence permitted for no more than 6 occasions annually for adults only.</p>
Healthy food and drinks	<p>Comply with legislative requirements</p> <p>e.g. food safety/food handling</p> <p>Food Act</p>	<p>Attend a Healthy Choices Guidelines session.</p>	<p>Start taking action to increase the range of healthy food and drink options e.g. considering placement of drink options in fridge, no meal deals that include soft drinks etc.</p>	<p>Healthy Eating Plan/traffic light system in place</p> <p>Green – Best Choices</p> <p>Amber – Choose Carefully</p> <p>Red – Limited</p>	<p>Healthy Eating options only – no red foods under the traffic light system</p>



Costs and flexibility	Has concession membership categories available to members. – the club has a plan in place to address low cost and flexibility in memberships offered to its members.	Committee resolves to take action to assist people with financial or inflexible barriers, through a policy workshopped at an education session provided by Council	Initiatives in place to assist people with barriers e.g. flexible uniform policy, access to second-hand or shared equipment and uniforms, transport coordinated or subsidised to games/training	Has multiple membership types and structures e.g. social sport program People from a range of socio-economic backgrounds are actively participating	
Culturally and Linguistically Diverse (CALD) groups	Comply with legislative requirements	Has completed cultural awareness training or other session e.g. Say No To Racism	Linked in with community leaders or has partnerships with community groups	People from CALD backgrounds are actively participating on and off the field	
Disability	Comply with legislative requirements (Play by the Rules, Disability Discrimination Act)	Has completed Play By The Rules Inclusive Coaching Course or attended other disability awareness training	Linked in with community groups e.g. Access for All Abilities, Disability Sport Victoria	People with a disability are actively participating on and off the field.	
Gender equity	Comply with legislative requirements (Inclusive Sport Framework from Sport Australia)	Has participated in gender equity and LGBTIQ+ training, awareness, or campaigns	Has policies or strategies in place to encourage people across genders to participate/lead, including people who identify as LGBTIQ+	People across genders are actively participating on and off the field Gender balance Inclusive of LGBTIQ+	Has gender equity targets for committees and board.
Priority Area: Accountable					
Standard	Mandatory	Bronze	Silver	Gold	Platinum
Club Health Check	Provide a copy of the annual Club Health Check to council (Either from SSA or SportAus)	N/A	N/A	Actively working towards priority areas in Club Health Check summary	
Council policies	Complies with relevant policies e.g. Licence, Gambling, smoke-free venues, licence and lease agreements, Conditions of use.				



Legislative requirements	Meets legislative requirements e.g. Association Incorporation Lodge annual statement with Consumer Affairs Victoria Child Safe Standards/Working with Children Check Tobacco Act OH&S Liquor licencing Insurance				
Key documents	Adopts a Member Protection Policy and Code of Conduct (may incorporate Fair Play Code) that are available online				
Decision making and leadership	Position descriptions for all roles (paid and volunteer)	Professional development opportunities provided	Coaches and key personnel are professionally accredited	Actively recruits diverse leaders e.g. women, people with a disability, people from CALD communities.	N/A
Engagement	Decisions clearly communicated to all members	Committee resolves to try to engage specific audiences, club values to communicate	Has a communications or engagement strategy	Actively promotes the club with values that align with those in the Framework	N/A
Priority Area: Sustainable					
Standard	Mandatory	Bronze	Silver	Gold	Platinum
Strategic	Adopts a Strategic Plan	N/A	N/A	N/A	N/A
Financial	Adopts a Budget, a profit and loss statement and assets recorded	Adopts a Financial Plan	Actively implements Financial Plan	Continuing to implement and further enhance clubs financial plan Club does not rely on a single source of income	N/A



<p>Environment</p>	<p>Collects litter from ground, sets up recycling and rubbish bins on game days and for collection</p> <p>Turn off lights in club house when not in use</p> <p>Turns off Sportsground lighting when not in use</p> <p>Turns off heating and cooling when not in use</p> <p>Avoids the use of single use plastic.</p>	<p>Participates in food waste recycling</p> <p>Uses green waste bins</p> <p>Looks at other ways of reducing waste going to landfill</p> <p>Takes initial steps towards sustainability (e.g. carpooling to club and games, reduces water in bathrooms and toilets)</p>	<p>Requests minimal packaging from deliveries</p> <p>Increases plant based food options</p> <p>Promote people walking and cycling to club</p> <p>Reduces the number of fridges and appliances</p>	<p>Participates in sustainable events e.g. Clean Up Australia Day, native planting day etc.</p> <p>Participates in Council's energy & waste program</p>	<p>Toward zero waste targets</p>
<p>Growing membership</p>	<p>Has a Membership Officer and or Welcoming Officer</p> <p>Clubs are actively engaging in opportunities to increase their membership or retain existing members.</p>	<p>Consults with existing and previous members including specific groups e.g. women and girls, people with a disability, CALD community.</p> <p>Has links to schools/other clubs/elite pathway</p>	<p>Actively promotes a welcoming and inclusive club culture e.g. Pride/Rainbow signs, diverse people in imagery, breastfeeding friendly, participates in events such as Internal Women's Day, Pride Round, Indigenous round, IDAHOBIT, etc.</p>	<p>Membership strategy in place – understand the community demographics and how to cater to diversity/increase participation of specific groups</p>	<p>N/A</p>

Council reserves the right to use its discretion to allow clubs to meet the standards using other evidence than that provided above.