



# Inclusive Participation Policy

Effective Date – April 2024

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# 1. Policy Overview

## 1.1 Introduction

Football West is the sole governing body for football in Western Australia and represents all levels of competition, development and coaching in metropolitan and regional areas. The world game is a powerful and unifying force in the WA community, bringing together football fans and participants regardless of age, gender or ethnicity.

With over 230,000 players in the sport, Football West, which is affiliated to FA and FIFA, has created an environment that brings the game to life on parks, pitches and indoor centres around the state.

Football West nurtures and encourages the next generation of players through pathways that have also been developed for coaches and match officials to pursue their dreams and aspirations.

## 1.2 Context

Inclusive participation is a concept that actively encourages all people regardless of age, gender, race, ability or any other characteristic to participate at a level they choose and facilitates that participation with a range of initiatives.

In Western Australia, there are some groups which, for various reasons, have lower rates of participation in football and require innovative and targeted programs to support them.

## 1.3 Purpose

The purpose of this Policy is to increase the level of participation in football particularly in relation to low participation groups in Western Australia.

## 1.4 Audience

This Policy applies to the football community of Western Australia.

## 1.5 Responsibilities

The following responsibilities have been assigned:

<b>Role</b>	<b>Function</b>
CEO	<ul style="list-style-type: none"><li>• Approve this Policy and any amendments.</li></ul>
COO	<ul style="list-style-type: none"><li>• Implement this Policy.</li><li>• Review this Policy and recommend changes to the CEO for consideration.</li></ul>
Leaders	<ul style="list-style-type: none"><li>• Adopt and promote this Policy and incorporate its key elements in plans and budgets.</li></ul>
Employees	<ul style="list-style-type: none"><li>• Adhere to this Policy in performing their specific functions.</li></ul>
Associations and Clubs	<ul style="list-style-type: none"><li>• Embrace and actively support this Policy.</li></ul>

## 1.6 Authority

This Policy derives its authority from the CEO. The Policy is effective from the date of CEO approval.

## 1.7 Review

This Policy will be reviewed and updated biennially or earlier as required.

### 1.8 Availability of this Policy

This Policy will be accessible to all employees, associations, and clubs through publication on the Football West website.

## 2. Policy Statement

Football West's vision is to make the game accessible and a great experience for all and football clubs provide an important mechanism for local communities to encourage positive contact and cooperation between people from a range of different backgrounds and abilities. Football West will develop and facilitate programs and initiatives in collaboration with Associations, Clubs and external agencies, to assist people in communities and particularly low-participation groups to realise the personal and community benefits that involvement in football brings.

In particular, Football West will support the following sections of our community:

- Disengaged youth
- Aboriginal and Torres Strait Islander
- Culturally and linguistically diverse (CaLD)
- People with disability
- Seniors
- Insufficiently active
- Adolescent girls
- Low socio-economic

### 2.1 Football West Aims

In order to encourage greater inclusive participation in football, Football West will:

- Promote diversity on Standing Committees by encouraging people from diverse backgrounds and abilities.
- Promote diversity among Zone Representatives by encouraging people from diverse backgrounds and abilities.
- Provide inclusive training and support for Employees and volunteers.
- Work collaboratively with Football Futures Foundation to build links with government and local community organisations that are connected with the groups with which we are aiming to work – e.g. youth organisations, multicultural agencies and disability service providers.
- Keep up-to-date with changes in local communities, such as changes to local population and demographics, barriers to participation and what programs and initiatives exist in each area.
- Implement policies and processes that encourage increased diversity in participation.

### 2.2 Associations and Clubs

Football West encourages all Associations and Clubs to:

- Embrace and actively support this Policy.
- Incorporate diversity in your committees or boards by encouraging people from a mix of backgrounds, ages and gender to become involved.
- Provide inclusive training and support for volunteers and staff to ensure all members feel welcome.
- Build sound links with local community organisations that are connected with the groups they are aiming to work with e.g. youth organisations, multicultural agencies and disability service providers.

- Keep up-to-date with changes in your local community, such as changes to local population and demographics, barriers to participation and what programs/initiatives exist in your area.
- Implement policies and processes related to inclusive participation that are consistent with Football West's policies and procedures.

### 3. Useful Resources

#### 3.1 Statutes, Policies and Other Official Documents

- [FA Member Protection Framework](#)
- Child Protection Policy

#### 3.2 Websites

- [Inclusive Club Checklist – Department of Local Government, Sport & Cultural Industries](#)
- [Guidelines for the Inclusion of Transgender and Gender Diverse People in Sport - Australian Human Rights Commission](#)
- [Templates for Diversity Champions – Sport Australia](#)
- [Inclusive Sport | Australian Sports Commission](#)

### 4. Internal Reporting and Communication

Football West will develop and implement key performance measures to assess the effectiveness of the Policy.

These measures will be reported upon by the CEO at least annually to the Board for review and any further action.

### 5. Definitions and Interpretation

#### Definitions

The following capitalised terms, when not appearing in headings, have the following meanings when used in this Policy.

**Association** means a body corporate or incorporated Association recognised by Football West as representative of Clubs or Players.

**Board** means all or some of the Directors of Football West acting as a board.

**By-law** means a by-law made under article 15 of the Football West constitution.

**CEO** means the Chief Executive Officer.

**COO** means the Chief Operating Officer.

**Club means:**

- a body corporate or incorporated Association recognised by Football West and that organises teams to participate in competitions sanctioned by Football West or FA; or
- any legal entity considered to be a Club by Football West.

**Company** means Football West.

**Director** means a director of the Company.

**Employee** means an employee of Football West.

**Football West** means Football West Limited ACN 109 919 324.

**Policy** means this Football West Policy as amended from time to time.

**Standing Committee** means a standing committee established under the Football West By-laws.

**Zone Representative** means a person elected or appointed as such under the Football West By-laws.

## Interpretation

Unless the context otherwise requires:

- headings are for convenience of reference only and do not affect interpretation;
- references to any gender include all genders;
- references to the singular apply to the plural and vice versa;
- references to a person include any other entity recognised by law and vice versa;
- where a word or phrase is defined, its other grammatical forms have a corresponding meaning;
- any reference to a paragraph number refers to a paragraph in the same sub-section unless otherwise stated;
- any reference to a party to this document includes its successors and permitted assigns;
- any reference to any agreement or document includes that agreement or document as amended at any time;
- the use of the word includes or including is not to be taken as limiting the meaning of the words preceding it;
- the expression at any time includes reference to past, present and future time and the performance of any action from time to time;
- reference to a statute includes all regulations and amendments to that statute and any statute passed in substitution for that statute or incorporating any of its provisions to the extent that they are incorporated; and
- all monetary amounts are inclusive of GST unless stated otherwise.