

PITTWATER TIGERS JUNIOR AFL CLUB INC

# WOMEN + GIRLS

ACTION PLAN  
2023



PITTWATER  
TIGERS  
JUNIOR AFL CLUB





# 1. Introduction

## 1.1 Acknowledgement of Country

As a sign of respect, Pittwater Junior AFL Club acknowledges the traditional custodians, the Gayamaygal and Garigal and their Country, of these lands on which we play, and pay respect to Elders past and present.

## 1.2 National Vision for Women's + Girl's Football

Pittwater Tigers Junior AFL Club has adopted the National AFL Vision for Women's and Girl's Football.

The Women's Football Vision for participation strives for equal participation and representation by 2030. This translates to:

- Equal opportunity for women and girls to play, coach, umpire, officiate and govern
- A participation pathway that best supports the continued development of participants and enables lifelong participation in the game.

It targets the AFL across Participation, Partnerships Pathways and Performance.

The National AFL "Women and Girls Game Development Action Plan 2022 – 2025" has been developed to guide AFL's implementation of the aforementioned Vision.

The Pittwater Tigers Junior AFL Club Women and Girl's Action Plan was developed to address this National AFL Action Plan at the local Club level.

Our Club's Strategic Plan already identifies key actions for implementation across the pillars of Participation, Inclusion and Diversity, and Good Governance including preparing a Strategy to develop girls within the club that addresses participant joining and retention.

## 1.3 Implementation Framework

The Plan objectives will be planned and implemented through the approved Operational Action Plan set annually. The Committee will provide an annual report detailing performance against the Plan at the Club's Annual General Meeting.

The process of implementing a Club Action Plan is ongoing. It involves regular evaluation and discussion by the decisions makers – the Committee – of the Club.

## 1.4 Review Period

The Plan will be reviewed annually by the Management Committee with a full review undertaken every 3 years. The endorsed Plan (including any amendments) will be published for the Members on the Pittwater Tigers website.





# 2. Vision + Format

## 2.1 Our Vision

**“Strive for equal participation and representation in community football by 2030”**



## 2.2 Plan Format

This Action Plan identifies the National Plan's 2023 goal; then the National Plan's relevant action. In response to this, the Pittwater Junior AFL Club's Local Level Actions are identified. The Goals of the National Plan are:



### 1. PARTICIPATION OPTIONS

Dedicated women and girls participation options in every region at every level, from Auskick to Senior Community Football



### 2. PARTICIPATION FRAMEWORK

Consistent implementation of a Participation Framework that supports the needs of girls



### 3. SCHOOLS

Access to curriculum-linked football programs and school competitions for all school-aged girls



### 4. LEADERSHIP

Gender balanced leadership in all community football leagues and clubs



### 5. COACHING

Women role models in community coaching positions with women making up at least 40% of all accredited coaches



### 6. UMPIRING

Inclusive and safe pathways for women in umpiring with women making up at least 40% of all accredited umpires



### 7. FACILITIES

Sufficient capacity of gender-neutral community football facilities to support the growth in women's football



### 8. EQUITY OF RESOURCES

Equity in investment and allocation of resources



### 9. RESOURCES

Education, tools and resources available for Community Clubs to build inclusive environments for women of all backgrounds

# 3. Action Plan

NATIONAL GOAL	NATIONAL ACTION	PTJAFL ACTION
<p>1 Dedicated women and girls participation options in every region at every level, from Auskick to Senior Community Football</p>	<p>Identify gaps in the participation pathway for women and girls</p> <p>Embed all-girls options in all NAB AFL Auskick</p> <p>Review NAB AFL Auskick to ensure it meets the development needs of Girls</p> <p>Build critical mass in all-girls participation with a bottom-up approach (5–9-year-olds in Phase 1)</p> <p>Leverage AFLW players as role models by engaging them in the game development network</p>	<p>Ensure all girl Auskickers are in the same team, unless otherwise requested.</p> <p>Work with AFL NSW to have a coordinated approach to converting school development program players into local Club members, with a key focus on females. Request AFL NSW directly market directly them with our registration details so not to breach privacy concerns.</p> <p>Run female only dedicated Come and Try sessions with AFLW players in attendance as part of the pre-season recruitment drive.</p> <p>Request AFLW stars for our “Meet the Swans” clinics.</p>
<p>2. Consistent implementation of a Participation Framework that supports the needs of girls</p>	<p>Conduct focus group sessions to further understand the development wants and needs of girls in their pathway</p> <p>Develop and ensure implementation of coaching resources and education that are tailored to the development needs of girls including embedding player safety.</p> <p>Execute local strategies to drive consistent implementation of Participation Framework</p>	<p>Undertake an annual Club girls and females focus group involving the relevant Committee members, coaching, players and mentors to identify ways to strengthen our girl’s programs including retention, growth and pathways across playing, officials and volunteering. Include Manly Warringah Wolves AFL representatives.</p>

NATIONAL GOAL	NATIONAL ACTION	PTJAFL ACTION
3. Access to curriculum-linked football programs and school competitions for all school-aged girls	<p>Prioritise and drive an equal gender split of all School Programs and Competitions.</p> <p>Develop targeted Primary School and Secondary School program to unlock access to all schools with curriculum linked AFL programs</p> <p>Build advocacy in teachers to ensure girls are provided the same opportunities as boys to participate in school football network</p>	NSW AFL Development Program responsibility.
4. Gender balanced leadership in all community football leagues and clubs	<p>Share case studies of, and celebrate women in leadership positions</p> <p>Deliver an online Women in Leadership Series for Community Football Leagues and Clubs</p> <p>Establish a Women in Leadership Advisory Group</p> <p>Establish a community network to champion women in leadership</p> <p>Establish incentives and/or quotas for women in leadership positions</p>	<p>PTJAFL Strategic Plan:</p> <p>Good governance</p> <p>Implement succession planning for Committee and other key operational roles. Target and encourage females for possible leadership roles</p>



NATIONAL GOAL	NATIONAL ACTION	PTJAFL ACTION
5. Women role models in community coaching positions with women making up at least 40% of all accredited coaches	<p>Further develop talent identified Community Coaches annually through the National She Can Coach Program</p> <p>Celebrate Women in Coaching by continuing to expand the annual Women's Coaching Month initiative and beyond</p> <p>Establish a Women in Coaching Advisory Group</p> <p>Deliver a state-based Community She Can Coach program to further develop over 200 women in coaching annually</p> <p>Deliver tailored programs for women and girls to enter coaching through transition programs (player-to-coach) and entry point programs for those with limited or no experience</p> <p>Open doors for women in coaching through an annual Women in Coaching Forum</p> <p>Establish incentives and/or quotas for women in coaching positions</p>	<p>Encourage and mentor volunteer female coaches.</p> <p>Seek and pay female coaches from Manly Warringah Wolves AFL for our upper female age groups.</p>
6. Inclusive and safe pathways for women in umpiring with women making up at least 40% of all accredited umpires	<p>Establish a Women in Umpiring Advisory Group Implement policies across all levels that guide the use of multi-gender shared spaces.</p> <p>Actively recruit more women into umpiring and umpire coaching roles, through transition programs (player-to-umpire) and entry point programs for those with limited or no experience.</p> <p>Deliver targeted education initiatives to all Umpiring stakeholders</p>	<p>Create a program to grow our female umpires and opportunities.</p>

NATIONAL GOAL	NATIONAL ACTION	PTJAFL ACTION
7. Sufficient capacity of gender-neutral community football facilities to support the growth in women's football	<p>Increase the number of gender-neutral player and umpire amenity improvement projects that better provide for female players, support staff and spectators.</p> <p>Expand existing oval enhancement and/or lighting projects that improve the capacity and utilisation of ovals.</p> <p>Improve access to facilities for women and girls through the development of equal access to facilities and equitable scheduling policies</p> <p>Share case studies and success stories</p>	<p>From our Strategic Plan: Work with all stakeholders to address facility concerns (see Football – Facilities) including Clubhouse redevelopment to address female amenities, change rooms, safety concerns, umpire's room, first aid room, gender neutral facilities; night time lighting to permit female night games to reduce competition with soccer; that contributes to the decline in membership</p>
8. Equity in investment and allocation of resources	<p>Embed women and girls goals and targets into all Game Development work plans</p> <p>Develop a framework and toolkit to assist Community Leagues and Club's in commercialising and increasing revenue through Women's football</p> <p>Develop and publish Community Football Guiding Principles for Equity – i.e., ground allocations, umpire appointments, time slots Educate community leagues and clubs on the need for change</p> <p>Develop commitment charters and incentive mechanisms to increase women and girls and improve equity of investment</p>	<p>Ensure equitable photos of females / males / diversity across PTJAFL Club marketing, socials and policies. Clearly identify girl participation on our website including use of pink balls.</p>

NATIONAL GOAL	NATIONAL ACTION	PTJAFL ACTION
<p>9. Education, tools and resources available for Community Clubs to build inclusive environments for women of all backgrounds</p>	<p>Pilot the Inclusive Clubs Education Program for community football clubs</p> <p>Expand the AFLVIC Female Charter and National Female Community Guidelines to provide guidelines and checklists for inclusive environments across playing, coaching, umpiring, administration and volunteering</p> <p>Establish a community grants program through the Australian Women's Football Fund to increase access to education and sources in Community Football Clubs</p> <p>Embed women and girls' targets into all diversity and inclusion work plans and targets</p>	<p>From PTJAFL Club Strategic Plan:</p> <p>Prepare a Pittwater Tigers Junior AFL Club Inclusion Commitment Statement</p> <p>Apply for grants to implement this Plan.</p> <p>Review progress of our Women and Girl's in AFL Action Plan implementation annually.</p>





# Pittwater Tigers

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[www.pittwatertigers.com.au](http://www.pittwatertigers.com.au)

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