

Northern Territory Sport Inclusion Action Plan 2024-2025

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Acronyms	Full form
ASC	Australian Sports Commission
ARO	Active Recreation Organisation (NT)
CaLD	Culturally and Linguistically Diverse
CEO	Chief Executive Officer
MoG	Machinery of Government
GEAP	Gender Equality Action Plan
NSO	National Sporting Organisation
NT	Northern Territory (the Territory)
NTG	Northern Territory Government
PBTR	Play By The Rules
PSB	Peak Sporting Body (NT)
SA	Sport Australia
SRSI	Sport, Recreation and Strategic Infrastructure
SSP	Sport Service Provider
TFHC	Territory Families, Housing and Communities (the Department)

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Executive summary

The Northern Territory (NT) Sport and Active Recreation Strategic Plan: 2021-25 (the SAR Strategic Plan) aspires to build safe, strong and healthy communities where every Territorian is valued and able to participate.

To achieve this mission the sport and active recreation sector, and community, requires a contemporary NT Sport Inclusion Action Plan (the Plan) to drive equal opportunities for all people to participate in, and benefit from, sport. Our diverse people and communities are looking for sporting options that promote inclusion, and most importantly, make people feel like they belong.

The NT Sport Inclusion Action Plan is a working document operating in concert with a complimentary suite of National and Territory based strategies, action plans, policy frameworks and grant programs to promote and drive inclusion in Territory sport.

The manifestation of these strategies and plans will be through the:

- provision of grant funding programs, and service delivery frameworks, providing the people and resources necessary to deliver against identified key action areas;
- provision of sport-specific education, links to resources that are evidence based and fit for purpose, to inform stakeholders and guide our sport and recreation communities of practice;
- engagement and collaboration with inclusive sport stakeholders and organisations that will take place across a multitude of networks and touch points within national and local sporting environments;
- addressing relevant areas of compliance and systematic reporting in order to evaluate the inclusion outcomes, and the effectiveness of, SRSI's sport and active recreation sector investment.

1. Introduction

Sport, Recreation and Strategic Infrastructure (SRSI) invests in and facilitates the development of sport and active recreation across the Northern Territory (NT). This is done through a range of activities involving the provision of information, advice, services, programs and funding. SRSI is also responsible for representing the Territory's interests in policy and decision-making forums regarding sport and active recreation development and delivery at a national level.

Key SRSI activities include:

- providing support for the delivery of quality sport and active recreation programs and events across urban, regional and remote communities, including governance and management advice and assistance to Northern Territory peak sporting bodies (PSBs), affiliated associations, active recreation organisations (AROs) and Sport Service Providers (SSPs);
- leading the delivery of talent identification and nationally categorised athlete, coach, official and other sport personnel development programs through the Northern Territory Sports Academy (NTSA);
- management of major sport and active recreation infrastructure, including Hidden Valley Motor Sports Complex, the Marrara Indoor Stadium and the Leanyer and Palmerston Water Parks;
- management of the NT Sports Awards held annually to recognise the achievements of Territory athletes, coaches, officials and volunteers;
- administering sport and active recreation grants that provide opportunities for the inclusion of diverse community groups to participate in sport and active recreation. These grants include the Grass Roots and Quick Response programs; PSB and ARO annual funding; the Sport Voucher and the Learn to Swim Voucher schemes; and NTSA athlete, coach and official scholarships;
- leading the development, coordination and monitoring of sport integrity strategy, policy, processes, programs and resources across the NT encompassing, but not restricted to, areas such as anti-doping, match-fixing, child safeguarding, competition manipulation member protection, inclusion; and
- the provision of inclusion-based solutions, collaborations and resources including, but not limited to, the SRSI website, Sport Integrity Toolkit, NT Sport Integrity Network meetings, NT Women in Sport Network meetings, NT Sport Sector forums, online Calendar of events and Community Sports forums and training opportunities; and
- the promotion of best practice frameworks – the 7 Pillars of inclusion, access to education, links to resources, compliance and reporting.

Positioning NT sporting organisations¹ as leaders of inclusion will:

- create sporting environments that are truly reflective of their communities;
- contribute to positive physical and mental health in the community;
- increase pathway and participation opportunities;
- break down existing barriers to increase membership;

¹ In the context of the Plan, the term 'NT Sporting organisations' refers to deliverers/providers of sport and active recreation programs including peak sporting bodies, active recreation organisations, sport service providers, associations, clubs, regional councils and Aboriginal corporations.

- provide a better connected, cohesive and diverse sports community;
- increase public support and grow the volunteer base;
- enhance their brand and reputation;
- increase sponsorship opportunities;
- allow them to meet sport regulatory obligations; and
- increase governance and risk management and decrease potential legal risks.

2. Strategies, Action Plans and Policy Frameworks

There are several National and Territory Strategies, Action Plans and Policy Frameworks that have been adopted to direct and inform the NT Sport Inclusion Action Plan.

2.1. National Sport Plan - Sport 2030

Sport 2030 is the Australian Government's (Sport Australia's) strategic plan to deliver this over the next decade and beyond. It is Australia's first national sport plan that charts a clear path to demonstrate how we will continue to excel in elite sport, maintain sporting integrity, support grassroots sporting organisations, and increase participation levels for better health and wellbeing.

Sport 2030 will provide significant benefits to Australians of all ages. By 2030, the goal is that:

- We have a diverse and inclusive sport and physical activity sector that supports more Australians to be more active more often, creating a stronger and healthier Australia where as many people as possible see and feel the benefits of sport and physical activity through every stage of their lives;
- Future generations will be more physically active and better prepared with the skills and knowledge to live healthy, active lives;
- Sport and physical activity organisations are connected into other sectors such as health, education and infrastructure to tackle challenges such as physical inactivity and leverage sport for social benefits;
- Barriers will be reduced, allowing greater access to sporting facilities and infrastructure for all Australians no matter where they live;
- Our high-performance system will be focused around sports, teams and athletes and ensuring they have world-leading technology, practices, systems and people to enable them to achieve lasting podium success;
- There will be greater collaboration across the sport sector and with partner organisations, including various levels of Government. The best governance systems will better position our sports for a changing world, enabling them to focus their energy, time and revenue on driving international performance, strengthening the pathways system, creating greater commercial opportunities and increasing participation rates among more Australians;
- Australian sport can identify, address, and proactively deter threats to sport integrity allowing fans and participants to have faith that our sport is safe and fair; and
- The Australian sports industry leads the world in many areas – including integrity, inclusion, innovation, research, physical literacy and technology

Guiding Principles

- Leadership and Capability – Strengthening the capability of the sport sector in Australia by uplifting governance and enabling diverse, inclusive, ethical and gender-balanced leadership to ensure the decision-making roles truly reflect the nation.
- Diversity, Inclusion and Equity – Enabling everyone to participate in sport and physical activity in welcoming and inclusive environments – embracing diversity of age, disability, socioeconomic status, cultural or religious background, ethnicity, race, gender identity or sexual orientation.

Priority areas

- Inclusion - Promoting environments that are safe and encourage participation and involvement across diverse cohorts, including: First Nations people, women, LGBTIQ+, people with disability, people living in rural, regional and remote areas, people experiencing socioeconomic disadvantage, people living with mental illness, migrants, and culturally and linguistically diverse communities.

For more information: <https://www.sportaus.gov.au/nationalsportplan/home>

2.2. Win Well 2032+ Australia’s High Performance Sport Strategy

A united pursuit to build an inclusive and sustainable sporting system. The HP2032+ Sport Strategy has been designed to complement broader Australian sport plans and organisations, so the scope of the Strategy does not go into detail on areas such as national sport infrastructure planning and delivery, participation and volunteer plans or details of hosting major sporting events or the Brisbane 2032 Games.

Workforce diversity and belonging

- Establish benchmark diversity and belonging data across a range of areas (e.g. gender, cultural background, skillset, experience, age).
- Identify, refine and/or design, and deliver programs and services which build inclusive High-performance environments.
- Establish system-wide action plans, and establish advisory groups for priority diversity areas (e.g. Women, Aboriginal and Torres Strait Islander people).

For more information view: <https://www.winwell2032.au/2032-strategy>

2.3. Play Well - Australia’s Sport Participation Strategy

Australia’s Sport Participation Strategy has been co-designed with the sector, where individuals of all ages, backgrounds, gender, and abilities can come together to access the benefits of sport.

Everyone has a right to participate in sport and through this strategy we are creating safe, welcoming, inclusive and fun sporting environments and experiences.

https://www.ausport.gov.au/_data/assets/pdf_file/0006/1127616/Australias-Sport-Participation-Strategy-Play-Well.pdf

2.4. National Gender Equity in Sports Governance Policy

The Policy has been co-designed by the ASC and STASRs and has been designed to ensure it is best practice, aligned across jurisdictions and achievable within the Australian sporting context. The ASC and STASRs are collaborating to achieve the following gender equity in governance targets across Australian sport by no later than 1 July 2027:

- 50% of all board directors are women and/or gender diverse
- 50% of all chairs are women and/or gender diverse
- 50% of specified sub-committees are women and/or gender diverse.

The Policy also aligns to the key guiding principles that were agreed at the July 2023 Sports Ministers Meeting and in particular the principle to 'Create a fair and equitable sport leadership system free from prejudice to support more women and girls to lead, work, coach and volunteer in sport and physical activity at all levels.

In January 2024, following endorsement by the Prime Minister, the Hon Anthony Albanese MP, the Minister for Sport the Hon Anika Wells MP wrote to the State and Territory Ministers for Sport seeking their endorsement of the Policy. Endorsement by each State and Territory will enhance the credibility of the Policy and provide a consistent, aligned approach across the Australian sport sector. To date, three jurisdictions have formally endorsed the Policy, with others continuing to work through their respective approval processes.

2.6. NT Gender Equality Action Plan 2022-2025

The Department of Territory Families Housing and Communities' (TFHC) Gender Equality Action Plan (GEAP) aligns with the vision of the Northern Territory Social Outcomes Framework, where all Territory individuals, families and communities are inclusive, healthy, safe, resilient and thriving.

The vision of the GEAP is that Territorians enjoy an inclusive, healthy, safe, fair and economically secure NT where gender is never a barrier to full participation and inclusion.

The specific actions from the GEAP that Sport, Recreation and Strategic Infrastructure are specifically tasked to deliver are to:

- promote activities aimed at increasing inclusion and participation by Territory women, girls and gender-diverse people in sport and physical activity; and
- promote positive sporting and active lifestyle role models that reflect the diversity of the Northern Territory population.

For further information view: <https://tfhc.nt.gov.au/social-inclusion-and-interpreting-services/office-of-gender-equity-and-diversity/gender-equality>

2.7. NT Disability Strategy and Action Plan 2022-2025

The TFHC NT Disability Strategy and Action plan 2022-2025 is a whole of government commitment that outlines the responsibilities of all sectors of government to meet their obligations under the United Nations Convention on the Rights of Persons with Disabilities.

It also aligns with the Australia's Disability Strategy 2021-2031 to ensure people with disability have equitable access to services and opportunities to participate in the community.

Sport, Recreation and Strategic Infrastructure (SRSI) reports their actions items, against the NT Disability Strategy action plan 2022-2025, to the TFHC Office of Disability quarterly.

SRSI has committed to the following specific actions:

2.1.1. Audit of play space, play equipment and sports clubs.

Support clubs to engage a local disability service provider or community group to conduct an access audit and include physical access improvements into the organisation's asset management plan.

2.1.6. Increase access and inclusion across sports programs.

Ensure sport and active recreation funded participation and development programs cater for all abilities. This includes, for example, working with sports and disability service groups to provide coaching and officiating opportunities for people with a disability and offering transport solutions to get to and from training venues.

2.1.7. Increase access and inclusion across sports programs.

Work with disability service groups (including the Office for Disability, Disability Sports Australia (NT), Total Recreation etc.), PSBs and AROs to develop and deliver relevant and necessary community sport education programs across the Territory.

2.1.8. Increase access and inclusion across sports programs.

Promote awareness of Sport Australia's 7 Pillars of Inclusion, through the Sport Integrity Toolkit, to help sports, clubs, associations and organisations to identify the strengths and weaknesses with regards to the inclusion of individuals and communities.

2.1.9. Investigate demand for a borrowing scheme for specialist equipment.

Investigate the need for, and management of, a sport and active recreation equipment library / libraries that includes access for people with a disability to borrow equipment that is too expensive or not used frequently enough to purchase themselves (e.g. beach wheelchairs).

3.2.1. Conduct accessibility audits.

Conduct an assessment of NT Government sporting assets in adequately catering for people with a disability (with improvements required to be a priority in the works program) and alignment to Universal Construction Standards.

For further information view: <https://tfhc.nt.gov.au/social-inclusion-and-interpreting-services/office-of-disability/disability-strategy>

2.8. Aboriginal Cultural Security Framework

In the spirit of reconciliation, we acknowledge the Traditional Custodians of the land throughout Australia, the Aboriginal and Torres Strait Islander people, and pay our respects to their elders, past and present.

In alignment with the 10-Year Generational Strategy for Children and Families, Action Plan 1 - Planting the seeds 2023-2025, focusses on reducing the number of children and young people in contact with the child protection and youth justice system by reforming the children, young people and family sector. The goal is to establish a way of working driven by the aspirations of Aboriginal people and for all children to be safe. Essential to this is creating a system which is more culturally secure and responsive to family's needs.

The Department of Territory Families, Housing and Communities (TFHC) is the agency responsible for supporting families, and protecting and caring for children, is committed to achieving social justice and resourcing healing in everything we do.

The Aboriginal Cultural Security Framework outlines TFHC's commitment to transformational change. This Framework has a clearly defined vision and strict cultural protocols for us to adhere to achieve cultural proficiency across our workforce, services and governance.

The Aboriginal Cultural Security Framework recognises first and foremost that Aboriginal culture is a strength that must be acknowledged and celebrated. It states clearly that we need to build real and genuine relationships and partnerships with Aboriginal people, communities and organisations.

We:

- Recognise that Aboriginal Cultural Security, self-determination, healing, dignity and respect are all fundamental elements needed for Aboriginal people and communities to lead with cultural authority.
- Will support Aboriginal families and communities to be strong and respected as the experts in their lives, and elevate Aboriginal culture, identity and history.
- Want Aboriginal people to be proud of their culture and be able to fulfil their true potential as this nation's First Peoples.
- Will partner with Aboriginal children, young people, families, communities and organisations to support them to become the lead decision makers for their future.
- Will embed culturally safe and responsive service design and delivery across our systems and all governance structures to bridge the gap.
- The Framework is underpinned by an enduring commitment to accountability with Aboriginal children, young people, families and communities.

For further information view:

<https://tfhc.nt.gov.au/publications-and-policies/social-inclusion/aboriginal-cultural-security-framework>

2.9. NT Sport and Active Recreation Strategic Plan 2021-2025

The Sport Recreation and Strategic Infrastructure Strategic Plan provides a road map for decision making across four years to create celebrated communities, vibrant places and active Territorians through sport and active recreation.

To achieve this mission, the SAR Strategic Plan sets out four goals:

- 1) Territorians participate regularly in sport and active recreation to improve their health and well being;
- 2) places and spaces to inspire sport and active recreation participation, improve liveability and are vibrant places where everyone belongs;
- 3) achievements across sport and active recreation are celebrated and inspire the community; and
- 4) partnerships are agile, responsible and focussed on optimising the collective impact of Territorians participating regularly in sport and active recreation.

The key strategies, from the SAR Strategic Plan, that inform and drive the 2024-2025 NT Sport Inclusion plan are:

- active participation - Promote the inclusion of under-represented population groups;
- active participation - Enhance regional and remote sport and active recreation programs so they are fun, safe and inclusive for all community members;
- places and spaces - Identify and improve the accessibility and availability of sport and active recreation infrastructure, responding to community needs;
- places and spaces - Prioritise development and investment in multi-purpose community facilities;
- places and spaces - Develop a long-term sport and active recreation infrastructure master plan;
- achievements - Support local, regional, Territory and national organisations to enhance the development of sporting pathways from grassroots to elite levels;
- achievements - Prioritise investment in and recognition of athlete, coach, official and volunteer development programs from grassroots to elite levels;
- partnerships - Deliver grant funding programs that drive the achievement of our strategic goals; and
- partnerships - Actively encourage equitable and diverse leadership across the sector.

For further information view: <https://tfhc.nt.gov.au/sport-and-active-recreation/nt-sport-and-active-recreation-strategic-plan-2021-25>

2.10. NT Sport Integrity Network

The Northern Territory Sport Integrity Network (the Network) is a strategic information-sharing group, positioned to identify and respond to, sport integrity threats at an all-of-Territory level.

Sport integrity seeks to preserve what is valuable about sport, by upholding the principles of fairness, inclusion, respect, responsibility and safety.

The Network:

- shares information, conducts research, collaborates, provides leadership and strategic direction on sports integrity issues inclusive of: competition manipulation, match-fixing, sports wagering, illicit drugs, doping, member protection, inclusion, child safeguarding and criminal association in sport;
- works in collaboration with Sport Integrity Australia, the Alcohol and Drug Foundation (Good Sports program), Play By The Rules and respective National Sporting Organisations;
- implements respective PSB, ARO and SSP policies and compliance requirements, as outlined in grant funding agreements, facilitates education programs and delivers effective responses to sport integrity threats, as required;
- collectively works to increase membership and representation;

- through the Department's Chief Executive Officer, reports and provides advice to the Minister for Sport on key issues and recommendations to minimise sport integrity risks.

2.11. NT Sports Academy Service Delivery Framework

The Northern Territory Sports Academy (NTSA) will deliver scholarships, services, programs and facilities for athletes, coaches, officials and volunteers. This will be assigned through the NTSA Service Delivery Framework (the Framework) for 2022-2025.

The Framework has been designed following consultation with representatives from National Sporting Organisations (NSOs) and Northern Territory (NT) sport and active recreation stakeholders.

The Framework has been informed by published research and contemporary best practice programs relating to sport participation and the development of athletes and the sport workforce (coaches, officials and other key support personnel) from grassroots to elite levels.

The Framework is aligned with the National High Performance Sport Strategy 2024 (NHPSS24), which envisions national pride and inspiration through international sporting success.

The NTSA will implement contemporary best practice programs targeting holistic development of junior athletes and the sport workforce to improve recruitment, retention and, where talent is evident, progression along the pathway.

For further information view: <https://tfhc.nt.gov.au/sport-and-active-recreation/territory-sports-academy>

3. Funded Programs

3.1. NT Peak Sporting Bodies (PSBs)

The Department of Territory Families, Housing and Communities (the Department) invests in Northern Territory (NT) Peak Sporting Bodies (PSBs) through its PSB Grant Programs. The purpose of the Programs is to improve participation in sport across the NT, through the provision of engaging, fun, fair, safe, inclusive and culturally diverse programs and practices. The funding cycle is for five years, with the annual funding amount to be used on annually agreed Key Activity Areas (KAAs) and associated Performance Measures.

All NT Peak Sporting Body Funding agreements contain KAAs that apply to specific target groups including Aboriginal people, the Culturally and Linguistically Diverse (CaLD), people with a Disability and Women and Girls. These sport programs are to be delivered in accordance with the Department's *NT Peak Sporting Body funding agreements* and clause 3 of the *2019-2024 PSB Grant Program Guidelines*.

A Northern Territory Peak Sporting Body (PSB) is the pre-eminent governing body for a sport in the NT. The Department funds a recognised PSB on the basis that it:

- is capable of representing all Territorians participating in the sport.
- has proper decision-making processes and demonstrates transparency, accountability and responsibility in the activities undertaken and resources expended.
- develops and implements common rules, standards and processes for pathway development from broad based "grass roots" participation through to the elite level for athletes, coaches and officials.
- develops and implements inclusive programs and competitions to increase participation with people from culturally and linguistically diverse (CaLD) backgrounds, women, Aboriginal people and people living with disability. These include, but are not limited to:

- come and try events;
- events, competitions, training sessions targeted at grass roots participation;
- tournaments, meets and elite competition pathways;
- is open to all participants;
- support for affiliates to run participation programs;
- junior girls and boys, senior and masters' competitions; and
- social competitions.
- develops and supports the sport fairly and equitably in as many regions and remote communities of the NT as reasonable to do so, through regional associations, clubs, community groups and regional councils;
- complies with policies and procedures established by Sport Australia (SA), the relevant NSO and the Department as required; and
- has a minimum 50% of female board representation.

3.1.1. Funded Northern Territory PSB Programs

AFL NT	Football NT	NT Rifle Association Inc	Squash NT Inc
Australian Rugby League NT	Golf NT Inc	NT Rugby Union Inc	Surf Life Saving NT Inc
Athletics NT	Gymnastics NT	NT Softball Association Inc	Swimming NT Inc
AusCycling (NT)	Hockey NT	NT Table Tennis Association Inc	Tennis NT Inc
Australian Bowhunters Association Inc NT	Judo Federation Australia NT	NT Weightlifting Association Inc	Touch Football NT
Baseball Northern Territory Inc	Netball NT	NT Badminton Association Inc	Triathlon NT Inc
Basketball NT	NT Calisthenics Association Inc	NT Tenpin Bowling Association Inc	Volleyball NT Inc
Bowls NT	NT Clay Target Association Inc	Pistol NT Inc	Yachting NT Inc
Boxing NT Inc	NT Cricket Association Inc	Pony Club Association NT Inc	
Equestrian NT Inc	NT Polocrosse	Skipping NT	

3.2. Sport voucher scheme for schools (NT)

The scheme supports active Territory families with the cost of getting youth involved in sport, active recreation and cultural activities. Every child living in the NT, from Transition to Year 12, who is enrolled in an NT school or registered for home-schooling, is eligible for the scheme. In urban areas, school-enrolled students can apply for a \$100 Sport Voucher twice per year (January and July).

The objectives of the Scheme are to:

- develop core aquatic skills through structured play and water confident children;
- increase participation of school-enrolled children in sport and active recreation. and cultural activities;
- support the delivery of the Department’s focus on increasing activity in school-enrolled children living in the NT;
- help shape the physical activity behaviours and participation of children in the NT; and
- in remote communities, local councils and providers work together to organise sport and cultural activities for school children, in concert with Community Sports Officers (at clause 8).

For further information: <https://nt.gov.au/leisure/sport/sport-and-swim-vouchers/sport-voucher-scheme-urban/get-sport-vouchers-for-your-child>

3.3. Active Recreation Organisations (AROs)

An Active Recreation Organisation (ARO) is one whose primary focus is the promotion of active recreation activities and programs, with active recreation being a physical activity engaged in for the purpose of relaxation, health, well-being and enjoyment outside of organised sport.

However, intellectual and physical disability sport programs are also to be delivered through the Active Recreation Organisation grant programs. These ARO funded programs are also funded to provide knowledge and support to assist PSBs in the delivery of inclusion programs for people with physical and intellectual disabilities.

3.4. Regional and remote program development and delivery

The Active Regional and Remote Communities Program enables greater collaborative relationships between the department, regional and shire councils and remote communities, facilitating increased and improved delivery of sport, recreation and cultural activities to Territorians in regional and remote areas.

The Department previously introduced Community Sport Officers into nine regional areas. They will continue to liaise with and assist regional and remote communities, to support year-round participation in scheduled sport and active recreation participation programs. Councils supported under the Regional and Remote program include:

Barkly Regional Council	Coomalie Community Government Council	Roper Gulf Regional Council	Wagait Regional Council
Belyuen Regional Council	East Arnhem Regional Council	Tiwi Islands Regional Council	West Arnhem Regional Council
Central Desert Regional Council	MacDonnell Regional Council	Victoria Daly Regional Council	

4. Women and girls

4.1. Gender balance on boards

The Northern Territory Women in Sport Advisory Committee's Final Report 2019 recommended an increase to a minimum of 50% representation for women on NT Peak Sporting Body boards. This is in line with the National Policy Framework for Girls and Women in Sport that recommends at least 50% representation on executive boards and committees.

The Northern Territory (NT) Government supports these targets, along with its own commitment to achieving a 50/50 gender balance on boards and increasing the number of women in leadership roles. The NT Government is working with NT sporting organisations to have a pathway established to meet this 50% gender balance through the 2019-2024 PSB funding agreements.

4.2. Women in Sport Network

The Northern Territory Government is committed to equal opportunities for women and girls to participate in, and benefit from, sport and physical activity.

The Northern Territory Women in Sport Network (the Network) was established in 2023 and is a strategic information-sharing group. It is positioned to identify and respond to opportunities for women and girls in participation and leadership, in sport and active recreation, in all areas of the Northern Territory.

The Network will address the under-representation of women in organised sport - as participants, coaches, officials, administrators, and board members.

The Network meets quarterly and all actions are reported back formally to the Department's Chief Executive Officer. It also provides advice to the Minister for Sport on key issues relating to women and girls in sport, and recommendations to address any matters raised by the Network.

5. Seniors

The NT Seniors Policy 2021-2026 provides outcomes and actions for four key priority areas, and a whole-of government policy direction for senior Territorians wherever they live. The outcomes, priority areas and actions outlined in the NT Seniors Policy aligning with the NT Sport Inclusion Plan 2024-2025 are:

Priority 3.2 Health and Wellbeing

- Promote and support programs and activities that improve the social and emotional wellbeing of senior Territorians.

Priority 4.2 Social Inclusion and Diversity

- Promote and support volunteering opportunities for senior Territorians in partnership with community organisations.
- Promote healthy lifestyles, social connection and physical activity for older people through relevant public health and community-led initiatives.
- Promote and advocate the use of age-friendly strategies for outdoor spaces and buildings, including with local governments.

For further information view:

https://tfhc.nt.gov.au/data/assets/pdf_file/0006/1033359/nt-seniors-policy-2021-26.pdf

6. Youth

The Department is leading the identification of programs, services, and infrastructure that can respond effectively to issues affecting young people in the Territory.

The NT Youth Strategy 2023-2033 delivers a whole of government approach to articulate both the positive contribution and recognition of young people aged 12-25 years, while also acknowledging that dedicated services and policy focus- is required across government and the non-government sector. The Strategy aims to guide and strengthen NT Government investment and effort in program and service responses in the area of youth.

The Northern Territory Youth Strategy Action Plan 2024-2027 (the Action Plan) sets out actions and practical steps to be taken to guide and strengthen the Northern Territory Government' investment and effort in program and service responses in the area of youth.

The specific strategic outcomes and priority domains that align with Sport and Active Recreation and Strategic Infrastructure are:

- Domain 1. A 2.2 Continue to host the Northern Territory Sports Awards to recognise the achievements of athletes, coaches, sporting officials and volunteers. The Junior Sportsperson of the Year is one of nine award categories awarded to a junior athlete who has achieved outstanding results in respect to their performance in recognised national or international competitions.
- Domain 1.A 3.1 Continue to provide grants and funding for activities that link younger and older Territorians with the aim of fostering positive attitudes between generations.
- Domain 1.C 1.1 Partner with peak sporting bodies, active recreation organisations, regional councils and other stakeholders to prioritise the design and implementation of better practice volunteer development processes, practices and programs.
- Domain 1.C 1.2 Develop a promotional campaign that highlights the value of sport volunteering to the Territory.
- Domain 1.C 1.3 Meet with sports, youth groups, and the secondary and tertiary education sector to identify programs to encourage youth engagement in sport volunteer roles.
- Domain 1.C. 1.4 Review existing volunteer development grant programs, and, in consultation with stakeholders, implement any proposed changes to ensure funding is available to support best practice volunteer recruitment, development, recognition and retention. This includes a review of existing regional and remote funding to ensure funding is available to support volunteer education, training and recognition support initiatives for their communities.
- Domain 1.C 1.7 Utilise various communication channels, including social media and community events, to ensure broad awareness and accessibility of volunteering, internship, and traineeship opportunities for young people.
- Domain 3.C 4.3 Continue to support delivery of the Water Safety Awareness Program by Royal Life Saving Northern Territory to provide parents and guardians with water safety skills and knowledge, including the ability to react quickly in an emergency situation.
- Domain 4.A 2.1 Work with local and regional councils and schools to deliver infrastructure that improves availability and accessibility for young people to participate in regular, life-long sport and active recreation.
- Domain 4.A 2.4 Establish regional multipurpose sport centres to dually operate as recreation spaces and cyclone shelters.

- Domain 4.A 3.2 Collaborate with the DIPL to implement transport solutions so young Territorians can engage in daily sport and recreation activities.
- Domain 5.A 1.4 Facilitate community sports programs to focus on the expansion of sport and active recreation opportunities for local communities, including young people.
- Domain 5.A 2.2 Increase youth participation through structured sporting activities, wellbeing programs and events such as the School Holidays Activities Programs.
- Domain 5.A 2.3 Collaborate with the DoE and DoH to increase children and young people's physical literacy and participation in sport and active recreation.
- Domain 5.A 2.4 Continue to provide support and grant funding to deliver quality sport and active recreation programs and events across urban, regional and remote communities, including governance and management advice and assistance to NT peak sporting bodies, affiliated organisations and active recreation organisations.
- Domain 5.A 6.4 Continue administration of the Urban and Remote Sport Voucher Scheme supporting active Territory families with the cost of getting involved in sport, active recreation and cultural activities.
- Domain 7.A 1.2 Collaborate across all levels of government to develop a long-term sport and active recreation infrastructure masterplan that delivers optimal investment in current and future spaces across the Territory.

For further information view:

https://tfhc.nt.gov.au/data/assets/pdf_file/0010/1369054/nt-youth-strategy-action-plan.pdf

7. Inclusive practice collective

The Inclusive Practice Collective (IPC) is a Northern Territory group of inclusive practice service providers within sport, convened by School of Sport NT, that meets periodically to collaborate and share information regarding inclusive program delivery across the Northern Territory. SRSI will continue to provide a representative to meet and share information with the IPC.

Their objectives are to:

- provide environments and activities where everyone belongs and can participate without barriers where more children, youth, adults and the elderly can participate;
- have an impact in regional and remote communities;
- provide an effective integrated data / service system; and
- build awareness through information sharing and expanded communication networks.

8. Anti-discrimination Commissioner

The NT Anti-discrimination Commissioner will be engaged to deliver information to the NT Sport Integrity Network and advise of changes and requirements under the *NT Anti-discrimination Act*.

For further information view: <https://adc.nt.gov.au/>

9. Play by the Rules

Play by the Rules (PBTR) is a unique collaboration between Sport Integrity Australia, Sport Australia, the Australian Human Rights Commission, all state and territory departments of sport and recreation, all state and territory anti-discrimination and human rights agencies. These partners promote PBTR through their networks, along with their own member protection, child safeguarding, anti-discrimination and inclusion programs.

PBTR provides information, resources, tools and free online training to increase the capacity and capability of administrators, coaches, officials, players, parents and spectators to assist them in preventing and dealing with discrimination, harassment, abuse, child safeguarding, inclusion and integrity issues in sport.

National campaigns featuring radio and television community service announcement ads, utilising national sporting icons, are also extending positive sporting messages more broadly to the general community.

For further information view: <https://www.playbytherules.net.au/>

9.1. Memorandum of Understanding

The Department will continue to co-fund the National PBTR platform through a formal Memorandum of Understanding (MOU) from 2023-2025 inclusive.

9.2. Reference group

The Department will continue to provide a representative to work on, and report back, the activities of the National PBTR Reference group. This role contributes to the development of strategic directions by providing advice and information about gaps and issues impacting inclusion and diversity in Australian sport. This is to ensure that cross jurisdictional issues and requirements are considered appropriately for inclusion information and resources published through PBTR.

9.3. Seven pillars of inclusion

The Department will continue to promote the PBTR seven pillars of inclusion for NT sports to adopt. It is a broad framework to give sports clubs and associations a starting point to address inclusion and diversity. The seven pillars model is about providing a 'helicopter' view of inclusion which looks at the common elements that contribute to creating inclusive environments.

The seven pillars are:

- Access - Access is both physical and attitudinal. Need to consider physical built access and then focus on how to create a more accessible, welcoming environment in your club.
- Attitude - Attitude is often cited as one of the biggest barriers and underpins all the pillars of inclusion. Without doubt, a positive attitude goes a long way to making inclusion a reality.
- Choice - Sport is not 'one size fits all'. The focus for clubs should be on finding practical ways for all people to participate in sport at a level of their choice. Inclusion is about providing this range of options.
- Partnerships - Inclusion rarely happens in isolation. For inclusion to work we need to have effective, mutually-beneficial partnerships.

- Communication - Effective communication is critical to the success of inclusion. Inclusive communication means sporting organisations may need to change their habits and adapt their methods on how they speak and listen to existing and new members.
- Policy - For inclusion to become part of core business for any sporting organisation there needs to be a firm commitment and responsibility to member protection and complaints resolution. This is best done in the form of policy.
- Opportunities - New opportunities in sport don't happen by chance. Often, sporting organisations need to make practical changes to what they do so that all people get a fair go.

The Department will provide an online link of the seven pillars to the Department's online Sport Integrity Toolkit. It will also and part fund the PBTR online platform, where the seven pillars information is managed, for Territory sporting organisations to engage with and adopt.

For more information on the seven pillars of inclusion view:

[Inclusion and diversity what can you do - Play by the Rules - Making Sport inclusive, safe and fair](#)

10. Implementation and reporting

The Department's effectiveness in implementing the key actions is contingent on impactful partnerships and being accountable for our role in capacity building, collaboration and consultation.

The Department will report our performance in supporting the sporting sector to address inclusion throughout the Territory in respect of the following:

Sport Inclusion Areas	Measure	Methodology
➤ Member Protection	Presence of nominated Member Protection (anti-discrimination) policies on PSB websites. Member Protection Information Officers engaged at PSBs.	Minutes from individual annual PSB meeting reports.
➤ PSB inclusion sporting programs	Identification of inclusion programs offered and run by PSBs (Women and girls, CaLD, People with a disability and Aboriginal people). Identification of sports engaged with Disability Sport Programs through <i>Disability Sports Australia</i> . Identification of sports engaged with Disability Sport Programs through <i>Total Recreation</i> .	Individual annual PSB meeting reports of inclusion programs offered and run. <i>Disability Sports Australia</i> report of sports engaged with Disability Sport Programs. <i>Total Recreation</i> report of sports engaged with Disability Sport Programs.
➤ NT Women in Sport Network	Attendance, engagement and actions of representatives and	TFHC CEO reports of attendance, minutes and agreed actions arising

	membership at NT Women in Sport Network meetings.	from quarterly NT Women in Sport Network meetings.
➤ Regional and Remote engagement	Engagements with Community Sports Officers and regional sport stakeholders.	Reports from Community Sport Officers and regional sport stakeholders.
➤ NT Disability Strategy	Quarterly SRSI updates of reported actions to the NT Government Disability Strategy to TFHC.	Record of SRSI quarterly updates of actions reported to the NT Government Disability Strategy working group.
➤ Address and report on SRSI-related actions associated with Minister of Sport Letter of Commission, and relevant action plans that represent inclusion in sport and recreation.	Provide updates for relevant strategies/action plans, including: Youth Action Plan 2024; NT Disability Strategy Action Plan 2022-25; Gender Equality Action Plan 2022-25; NT Seniors Policy 2021-26; Closing the Gap	Document and report as required to the relevant office on key initiatives identified the responsibility of SRSI.

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Available at: tfhc.nt.gov.au/sport-and-active-recreation/sport-and-active-recreation/sport-integrity

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