



EQUITABLE ACCESS ACTION PLAN



Equitable Access Action Plan

Kahibah Football Club is dedicated to fostering an inclusive and equitable sports environment where all individuals, regardless of background, ability, or identity, have fair and unhindered access to participate, compete, and benefit from our sporting programs.

The following Equitable Access Action Plan involves considering various aspects to ensure fair and inclusive access to resources, game and training opportunities, and field services for all individuals.

Introduction

Kahibah Football Club is a local community sporting club that encourages and fosters players of all races, ethnicity, gender, age, ability, and socio-economic background to develop and engage in football at all levels. Kahibah Football Club will utilize two (2) grounds at Kahibah Oval located at James Street Charlestown and the recently redeveloped Harold Knight Sporting Complex located at 4a Willow Road Gateshead.

Both locations will help foster football for all current and future players in the club.

The following Equitable Access Action Plan defines the club's current five (5) year action plan.

Objectives

Inclusivity and diversity and equal opportunity for participants – to promote the club as a diverse club who embraces player diversity and develop opportunities and programs to attract more girls and women to participate in football at a community level and future goal of Premier Women's League.

Accessible Facilities and Equipment – provide accessible facilities and equipment to ensure that all participants, including those with disabilities, can engage in sports activities before the 2025 football season.

Anti-Harassment and Discrimination - Undertake awareness programs and training to players on harassment, bullying, or discrimination of any kind, whether verbal, physical, or online within our sporting community.

Coaches Program – develop our coaches to be better trainers and leaders not only in football and train them to coach women, girls, and gender-neutral players.

Establish mentoring and reporting program to monitor the implementation of this policy and regularly report on progress and areas for improvement.

Assessment and Analysis:

Baseline Assessment:

-  Assess the current state of access within the organisation.

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- ✚ Identify existing disparities and challenges.

Stakeholder Analysis:

- ✚ Identify and engage key stakeholders.
- ✚ Understand their perspectives on equitable access.

Legal and Ethical Considerations:

- ✚ Ensure compliance with relevant laws and regulations.
- ✚ Address any ethical considerations associated with equitable access.

Monitoring and Evaluation:

Key Performance Indicators (KPIs):

- ✚ Establish KPIs to measure progress toward equitable access goals.
- ✚ Regularly assess and report on these KPIs.

Feedback Mechanisms:

- ✚ Implement feedback mechanisms for stakeholders to report issues.
- ✚ Use feedback to make continuous improvements.

Regular Audits:

- ✚ Conduct regular audits to ensure ongoing compliance with equitable access initiatives.
- ✚ Adjust strategies based on audit findings.

Sustainability and Continuous Improvement:

Capacity Building:

- ✚ Build internal capacity to sustain equitable access initiatives.
- ✚ Invest in ongoing training and development.

Community Engagement:

- ✚ Foster partnerships with community organizations to strengthen equitable access.
- ✚ Involve the community in decision-making processes.

Review and Adaptation:

- ✚ Periodically review the Equitable Access Action Plan.
- ✚ Adapt strategies based on changing needs and circumstances.

Revision

Revision	Description	Date Implemented
Draft	Kahibah Equitable Action Plan Base draft plan	October 2023