

Organisation Support Program (OSP)

2024/25
Information Session

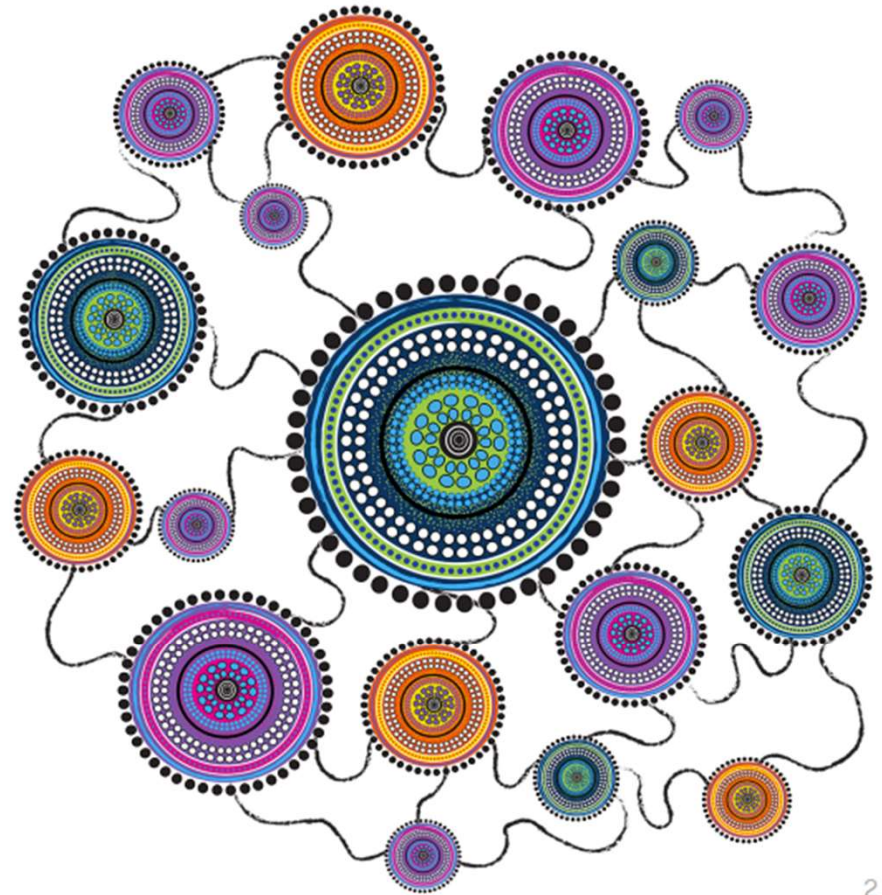
October 2024



Acknowledgement of Country

The Office of Sport acknowledges and celebrates the Traditional Custodians of the lands and waters of NSW where we work, live and play.

We pay our respects to Elders past and present, and recognise their strengths, knowledge, and continuing connection to Country.



Agenda



- The purpose of OSP
 - Government funding commitment to SSOs & SSODs
 - National Gender Equity in Sports Governance Policy
 - OSP review
 - Categorisation Model
 - Implementation
-

Purpose of OSP and Government Funding Commitment

Assists eligible State Sporting Organisations (SSOs) and State Sporting Organisations for People with Disability (SSODs) to develop their sporting activities at all levels in NSW.

- Invest in governance processes
- Increase participation (including underrepresented groups)
- Support Office of Sport & NSW government priorities

2022/23	2023/24	2024/25
\$2.45 million	\$5 million	\$10 million <i>(each of 24/25 & 25/26)</i>

National Gender Equity in Sports Governance Policy



By no later than 1st July 2027, all NSW SSOs & SSODs will have achieved:

- 50% of all board directors are women and/or gender diverse

In NSW, a 40:40:20 gender balance is recognised as a pathway to compliance.

Information on the policy can be found at:

<https://www.clearinghouseforsport.gov.au/networks/gender-equity>



Achieving the Target through OSP



Gender Equity in Governance Action Plan

- Submitted – 14 February 2025
- Report due – June 2025
- Includes Board composition changes and actions implemented to progress towards policy targets
- Templates / Webinars / Connections to Board recruitment networks available

Start developing and implementing your plan now

Office of Sport

Office of Sport

Organisation Support Program (OSP) 

Gender Equity in Governance
2024/25 SSO/SSOD Action Plan
(**Insert SSO/SSOD name**)

The National Gender Equity in Sports Governance Policy (the Policy) is a collaboration between the Australian Sports Commission (ASC) and the State and Territory Agencies for Sport and Recreation (STASR) to influence change and improve gender equity in governance and leadership across sport. This Policy applies to:

- All recognised National Sporting Organisations and National Sporting Organisations for People with Disability (NSO/Ds)
- All recognised State Sporting Organisations and State Sporting Organisations for People with Disability (SSO/Ds)
- Organisations receiving funding from the relevant Government Agency

The NSW Government requires all State Sporting Organisations and State Sporting Organisations for People with Disability (SSO/Ds) to implement an action plan each year to progress their organisation towards gender equity in governance, as a condition of OSP funding.

Gender Equity in Governance

By no later than 1st July 2027, ASC and NSW have achieved:

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

In NSW, a 40:40:20 gender balance is recognised as a best practice standard that helps account for odd numbered Boards & panels.

OSP delivery - Information Sessions

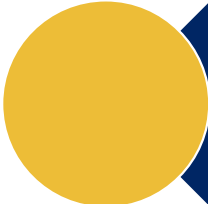
The Office of Sport will hold further Information Sessions to support SSOs and SSODs to meet OSP gender equity in governance requirements and enhance their sport's capability throughout 2024/25. The following sessions have been scheduled to help your planning.

Game Plan – Establishing Governance and Participation Plans
Date: Wednesday 23 October 2024
Time: 1.00pm - 2.30pm
[Register now](#)

Constitutions and Gender Balance
Date: Wednesday 30 October 2024
Time: 1.00pm - 2.30pm
[Register now](#)

Succession Planning for SSO Boards
Date: Wednesday 27 November
Time: 1.00pm - 2.30pm
[Register now](#)

OSP Aims



Drive participation and gender equity in sports



Enhance governance and organisation capability



Facilitate gender equity in governance

OSP Objectives



- Increase the capability of the sector to respond to emerging trends and challenges;
 - Increase the capability of the sector to create fair, safe and inclusive environments for everyone, including children;
 - Increase participation, including of under-represented groups (particularly the participation of women and girls);
 - Build governance capability of the organisation and/or sector;
 - **Support & enhance pathways for sport participants; and**
 - Support the function of the organisation
-

Organisation Support Program (OSP)



Review

Categorisation

Implementation

Consultation and Review

Consultation

- Information session
- Written responses
- SSO/SSOD workshops
- Individual SSO/SSOD consultation

Program Review

- Internal processes
- ASC model
- Simplify
- Increase participation and organisational capability

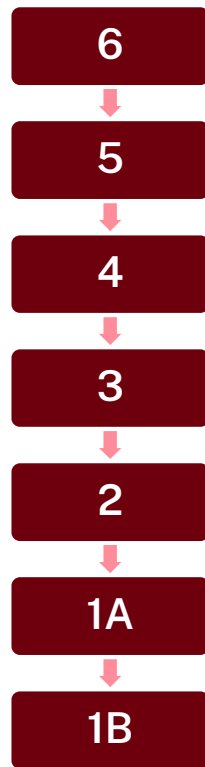
Data Analysis

- Use data effectively
- Share insights to drive sector planning
- Office of Sport support
- Initiatives to enhance responses to trends and priorities

SSO/SSOD Categorisation

Category Changes

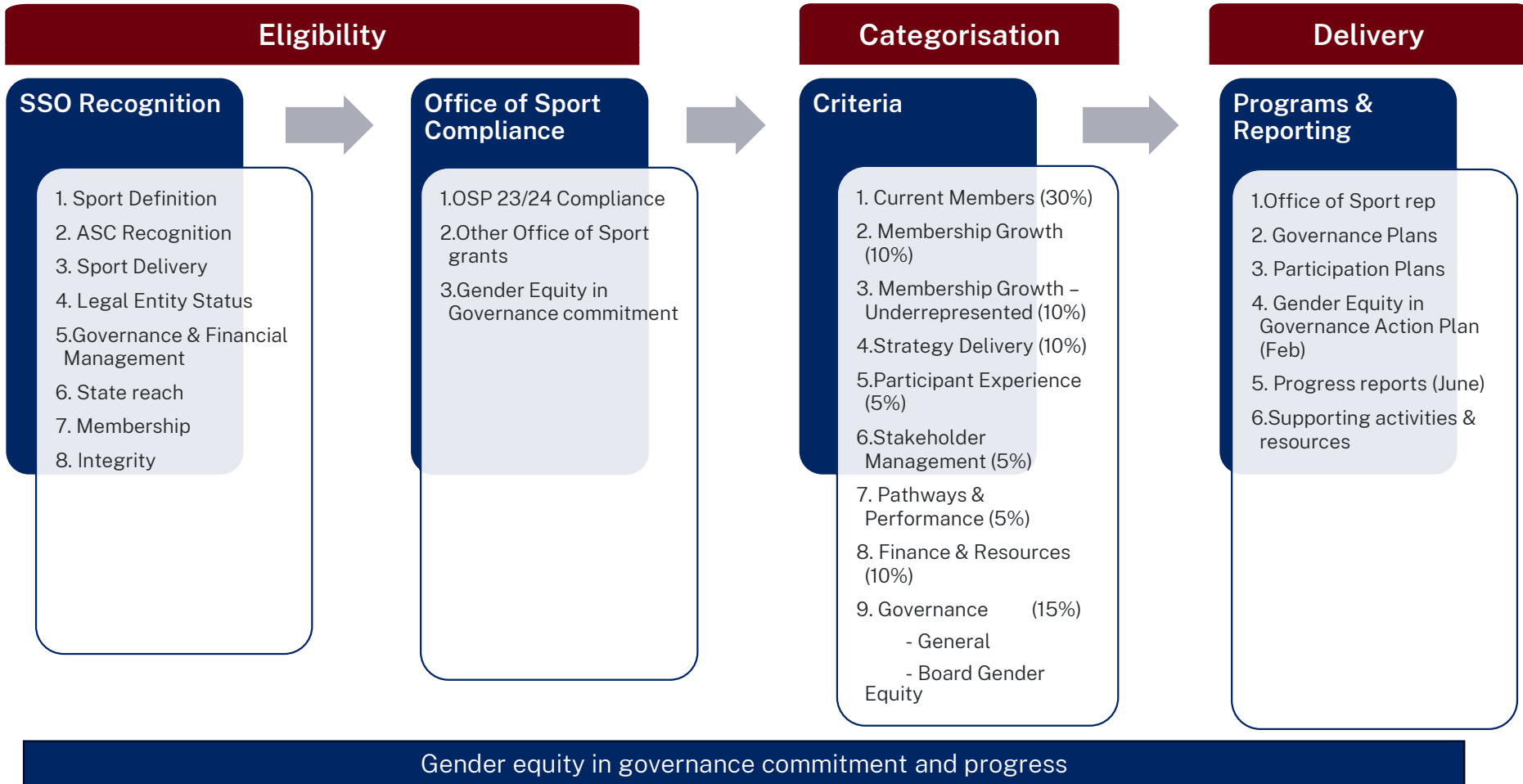
2023/24



2024/25



The Categorisation Process



The Model

Criteria	Definition	Rating (/5)	Weighting
Current Members	Existing players, coaches & officials (OSP 23/24 data). Does not include participants.	1-5	30%
Membership Growth	Growth in overall members between 21/22 – 23/24 (OSP provided data).	1-5	10%
Membership Growth – Underrepresented	Growth in female members between 21/22 – 23/24 (OSP provided data). (Consistent with Government priority)	Standard score = 2.5 Plus Standard score of 2.5 plus 5 pt scale for female member growth	10%
Strategy Delivery	Delivery of the SSOs/SSODs strategic objectives in line with OSP	Standard Score = 3	10%
Participant Experience	Individual participant’s satisfaction with their sporting experience. (Measure being developed in conjunction with the ASC)	Standard Score = 3	5%
Stakeholder Engagement	Engagement with the Office of Sport, other stakeholders & strategic partners. This includes reporting & engagement in Office of Sport network & events.	Standard Score = 3	5%
Pathways and Performance	Assessment of established pathway programs, supported by delivery structures.	Standard Score = 3	5%
Finances and Resources	Assessment supports financial viability based on reported income. Criteria will include total staff numbers in the future.	1-5	10%
Governance - General - Board Gender Equity	SSOs/SSODs capability to display strong governance practices & address identified areas of improvement & Government priorities (in particular, Gender Equity in Governance targets) Implementation of Governance Improvement Plans from the Sports Governance Standards survey in the ASC’s Game Plan platform.	Weighting for female representation on Boards Plus Standard score = 2	15%

The Model



Criteria	Definition	Rating (/5)	Weighting	Rating Multiplier	Score
Current Members	Existing players, coaches & officials (OSP 23/24 data). Does not include participants.		30%	x6	
Membership Growth	Growth in overall members between 21/22 – 23/24 (OSP provided data).		10%	x2	
Membership Growth – Underrepresented	Growth in female members between 21/22 – 23/24 (OSP provided data). (Consistent with Government priority)		10%	x2	

Score (/5)	Current Members	Membership Growth	Membership Growth Underrepresented (Standard score of 2.5 plus 5 pt scale for female member growth)
5	>45,000	>16%	(+2.5) - >16%
4	10,000 – 44,999	6-15%	(+2) - 6-15%
3	3,000 – 9,999	(-5) – (5)%	(+1.5) - (-5) – (5)%
2	1,000 – 2,999	(-6) – (-15)%	(+1) - (-6) – (-15)%
1	<1,000	<-16%	(+0.5) - <-16%

The Model



Criteria	Definition	Rating (/5)	Weighting	Rating Multiplier	Score
Strategy Delivery	Delivery of the SSOs/SSODs strategic objectives in line with OSP		10%	x2	
Participant Experience	Individual participant's satisfaction with their sporting experience. (Measure being developed in conjunction with the ASC)		5%	x1	
Stakeholder Engagement	Engagement with the Office of Sport, other stakeholders & strategic partners. This includes reporting & engagement in Office of Sport network & events.		5%	x1	
Pathways and Performance	Assessment of established pathway programs, supported by delivery structures.		5%	x1	
Finances & Resources	Assessment supports financial viability based on reported income. Criteria will include total staff numbers in the future.		10%	x2	

Score (/5)	Strategy Delivery	Participant Experience	Stakeholder Engagement	Pathways & Performance	Finance & Resources
5					>\$7mil
4					\$2 - 7mil
3	Standard Score - 3	Standard Score - 3	Standard Score - 3	Standard Score - 3	\$1 - 2mil
2					\$400K - 1mil
1					<\$400K

The Model



Criteria	Definition	Rating (/5)	Weighting	Rating Multiplier	Score
Governance - General - Board Gender Equity	SSOs/SSODs capability to display strong governance practices & address identified areas of improvement & Government priorities (in particular, Gender Equity in Governance targets)		10%	x3	
	Implementation of Governance Improvement Plans from the Sports Governance Standards survey in the ASC's Game Plan platform.		5%		

Score (/5)	Governance
------------	------------

Standard score – 2

Plus

SSO's/SSOD's achieving 40+% female representation on Boards receive an additional 2 points (4/5 overall)

SSO's/SSOD's achieving 30-40% female representation on Boards receive an additional 1 point (3/5 overall)

SSO's/SSOD's achieving <30% female representation on Boards receive no additional point (2/5 overall)

Model in Practice



Criteria	Definition	Data	Rating (/5)	Weighting	Rating Multiplier	Score
Current Members	Existing players, coaches & officials (OSP 23/24 data). Does not include participants.	15,000	4	30%	X6	24
Membership Growth	Growth in overall members between 21/22 – 23/24 (OSP provided data).	10%	4	10%	X2	8
Membership Growth – Underrepresented	Growth in female members between 21/22 – 23/24 (OSP provided data). (Consistent with Government priority)	17%	5	10%	X2	10
Strategy Delivery	Delivery of the SSOs/SSODs strategic objectives in line with OSP	Standard Score	3	10%	X2	6
Participant Experience	Individual participant’s satisfaction with their sporting experience. (Measure being developed in conjunction with the ASC)	Standard Score	3	5%	X1	3
Stakeholder Engagement	Engagement with the Office of Sport, other stakeholders & strategic partners. This includes reporting & engagement in Office of Sport network & events.	Standard Score	3	5%	X1	3
Pathways and Performance	Assessment of established pathway programs, supported by delivery structures.	Standard Score	3	5%	X1	3
Finances and Resources	Assessment supports financial viability based on reported income. Criteria will include total staff numbers in the future.	\$1.5m	3	10%	X2	6
Governance - General - Board Gender Equity	SSOs/SSODs capability to display strong governance practices & address identified areas of improvement & Government priorities (in particular, Gender Equity in Governance targets) Implementation of Governance Improvement Plans from the Sports Governance Standards survey in the ASC’s Game Plan platform.	37.5% female Board members (3:5:0)	3	15%	X3	9

Path to Category Process

Growth & Quality Experiences

Criteria
Current Members
Membership Growth
Membership Growth – Underrepresented
Participant Experience
Pathways and Performance

Enhanced Governance and Organisational Capability

Criteria
Strategy Delivery
Stakeholder Engagement
Finances and Resources
Governance: <ul style="list-style-type: none">- General- Board Gender Equity

2024/25 Implementation

Key Changes



- Funding increased up to \$10mil
 - Revised categorisation (Categories 1-5)
 - \$50,000 min (Category 5)
 - \$195,000 max (Category 1)
 - Alignment to Australian Sports Commission frameworks
 - Incorporates the National Gender Equity in Sports Governance Policy
 - Flexibility in funding (Cat 4-5 - can fund an Executive role)
 - Deliver Participation and Governance Plans
 - Greater emphasis on strategic priorities / less focus on short-term projects
 - Membership database on application
 - Use the ASC's Game Plan platform
 - Office of Sport consultation, support and resources
-

Category Funding Amounts (Maximum)



Category	Amount
1	\$195,000
2	\$180,000
3	\$120,000
4	\$80,000
5	\$50,000

Participation and Governance Plans



Each SSO and SSOD will develop and deliver Participation and Governance Plans that:

- Outline how you will deliver your participation plan in NSW
- Align to your strategic priorities and the aims of OSP
- Utilise the ASC's Game Plan platform
- Cover activities from 1 July 2024 – 30 June 2025

The Sector Capability team will assist in using the Game Plan platform to identify, enter and track your progress.

Gender Equity in Sports Governance Compliance for 2025/26



All SSOs/SSODs will be required to demonstrate movement towards/achieving the gender equity target by June 2025

On application:

All applicants for OSP must declare a commitment to work towards Gender Equity on their Boards (or maintain if already achieving) over the funding period (2024-2026).

Milestone reporting February 2025:

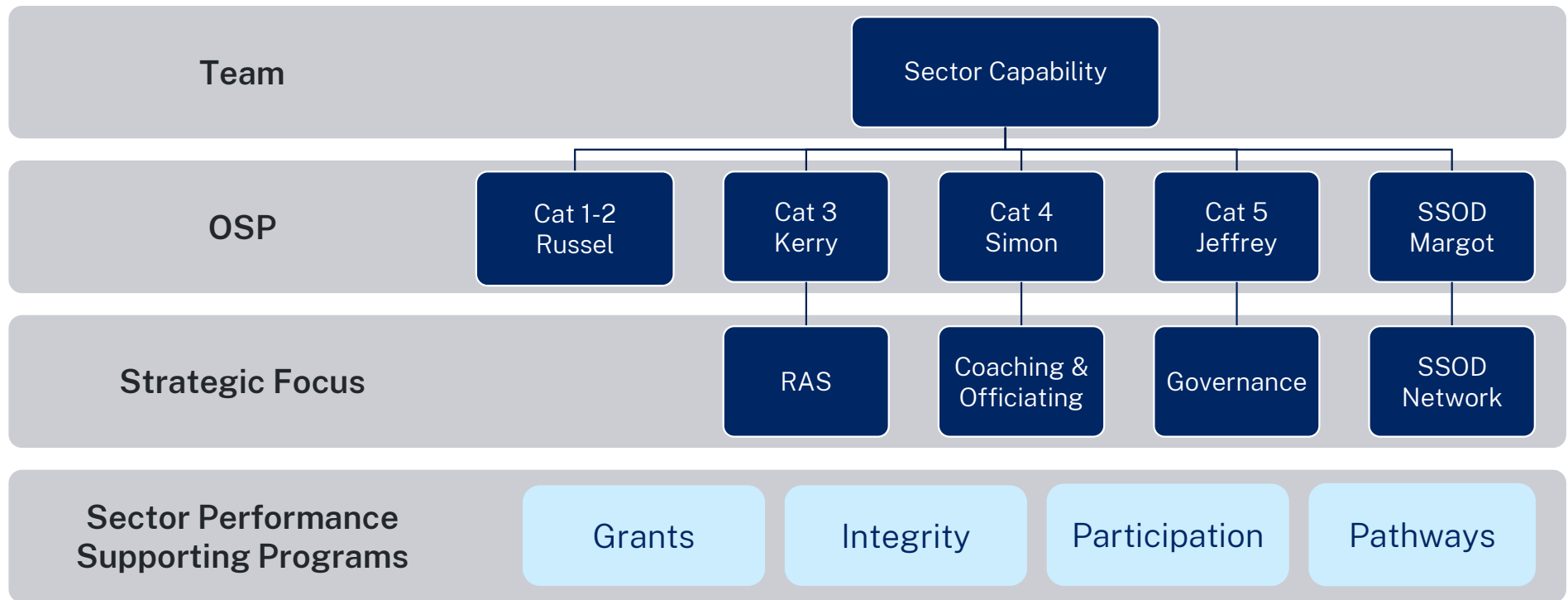
All funded SSOs/SSODs must provide a Gender Equity in Governance plan to achieve GE targets by 2027 in February as a milestone report.

Stage Gate reporting June 2025:

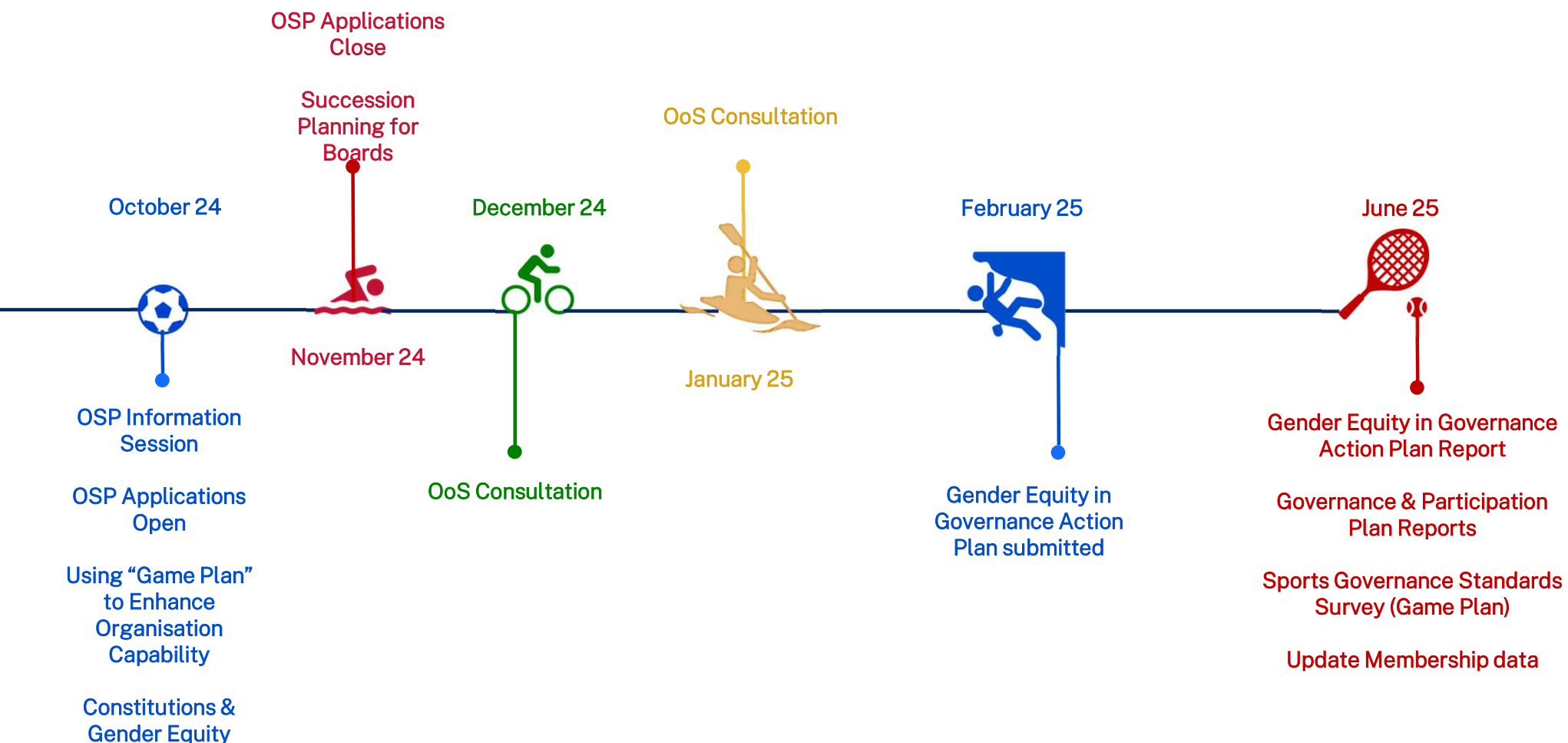
All funded Organisations must demonstrate how they have moved toward GE targets.

Failure to meet the stage-gate requirements will result in reduced OSP funding in 2025/26 to funding at 2023/24 levels.

OSP: Sector Capability Structure



Important Dates



Important Dates



Date	Activity
1 October 24	OSP Information Session / Application link, Category & funding amount emailed
2 October 24	Applications Open
29 November 24	Applications Close
Within 6 weeks	Execute Funding Agreement
December 24 – January 25	Consult with Office of Sport Finalise Participation & Governance Plans
14 February 25	Submit Gender Equity in Governance Action Plan
June 25	Reporting <ul style="list-style-type: none">- Gender Equity in Governance Report- Complete Sports Governance Standards survey (Game Plan)- Update membership numbers
July - August 25	Financial Reporting Consult with Office of Sport on Plans for 25/26 Year 2 payment (subject to 24/25 Milestones, progress & reporting)

Please refer questions to:

Russel Grimson
Manager, Sector Capability & Performance
russel.grimson@sport.nsw.gov.au or sectorcapability@sport.nsw.gov.au

