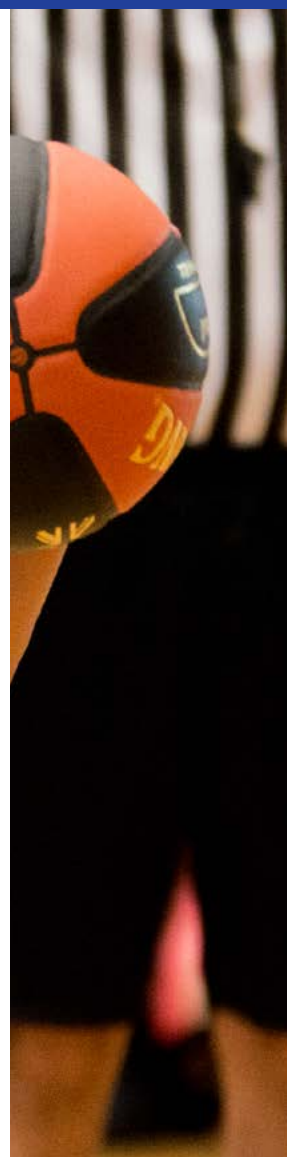


Inclusive SPORT



FRAMENWORK



UWA
PERTH · AUSTRALIA

SPORT

JANUARY 2021



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ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

UWA Sport acknowledges the custodians and traditional owners of the land upon which our programs, services and facilities reside on, and their Ancestors and Elders.

At The University of Western Australia's main campus, Crawley, we acknowledge the Whadjuk Noongar people as the traditional owners of the land on which it is situated. The Whadjuk Noongar remain the spiritual and cultural custodians of their land, and continue to practise their values, languages, beliefs and knowledge.



Message from the General Manager

IAN FITZPATRICK



Sport is a valuable tool that can support our diverse cohort of current and future UWA students to meet their full potential. Sport and recreation strengthens an individual's physical, psychological, social and cognitive attributes, building stronger adults into the future.

At UWA Sport we want to contribute positively to our student's journey by meeting their individual needs, pursuits and backgrounds. We are committed to providing everyone at UWA equality of opportunity, experience and outcome. We believe that making a clear statement of intent for inclusion in and through the use of sport at UWA, will create an environment that fosters a community that shows respect and dignity and one which works to protect from discrimination, harassment and abuse.

Fun is a key component of sport at UWA, and we understand that in order for people to have fun, individuals must feel accepted, included and above all else, welcomed. UWA Sport, in establishing an inclusion Policy and working to adopt a framework for inclusion, aims to maximise the opportunities sport present both on and off the field of play.

Ian Fitzpatrick (he/him)
General Manager



INTRODUCTION

At UWA Sport, we believe that everyone has the right to participate in sport.

We see sport as an avenue whereby all individuals can come together on the same playing field to build social cohesion and improve their health and wellbeing. Our focus is on fostering an environment that welcomes, accepts and embraces the diversity of our University of Western Australia (UWA) community.

In order to achieve this, we have established an Inclusive Sport Framework that focuses on advancing diversity and inclusivity in sport via long-term cultural change, derived from the 7 Pillars of Inclusion Model developed by Play by the Rules and Sport Australia.

The framework captures:

- What we believe in (our Inclusion Commitment Statement)
- Our rights and responsibilities (our policies and codes)
- What we do (our related strategies and programs)
- How to get involved and get inclusive (resources and tools)

- How we educate and support our community (education, and training)
- How we measure and communicate our progress (communication and reports)

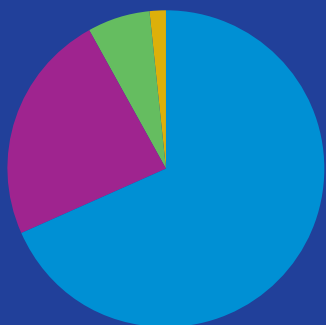
The Model focuses on developing knowledge and action across seven keys elements that are universally applicable to all community groups. The seven elements are:

- Access
- Attitude
- Choice
- Partnerships
- Communication
- Policy
- Opportunities

UWA has a vibrant and dynamic community made up of a diverse range of individuals and communities. This includes:

THE UWA STUDENT PROFILE

In 2020, of the 25,363 students enrolled in UWA...



68.36% ARE FROM METRO PERTH

23.66% ARE INTERNATIONAL STUDENTS

6.41% ARE FROM REGIONAL AND REMOTE WA

1.57% ARE FROM INTERSTATE



18.95% IDENTIFY AS HAVING A **NON-ENGLISH SPEAKING** BACKGROUND



92% OF OUR STUDENTS ARE **ENROLLED INTERNATIONALLY**

58% OF OUR STUDENTS ARE CURRENTLY UNDERTAKING THEIR **BACHELOR'S DEGREE**



52% OF OUR UNDERGRADUATE STUDENTS FALL UNDER THE ENTRANCE CATEGORY OF **SCHOOL LEAVER**

8.43% OF OUR STUDENTS INDICATE THAT THEY HAVE A **DISABILITY, IMPAIRMENT OR LONG TERM MEDICAL CONDITION**



1.36% OF OUR DOMESTIC STUDENTS IDENTIFY AS BEING **INDIGENOUS AUSTRALIANS**

11.72% OF OUR DOMESTIC STUDENTS ARE LIVING IN A **LOW SOCIO-ECONOMIC COMMUNITY**. IN 2017 THIS WAS 9.5%



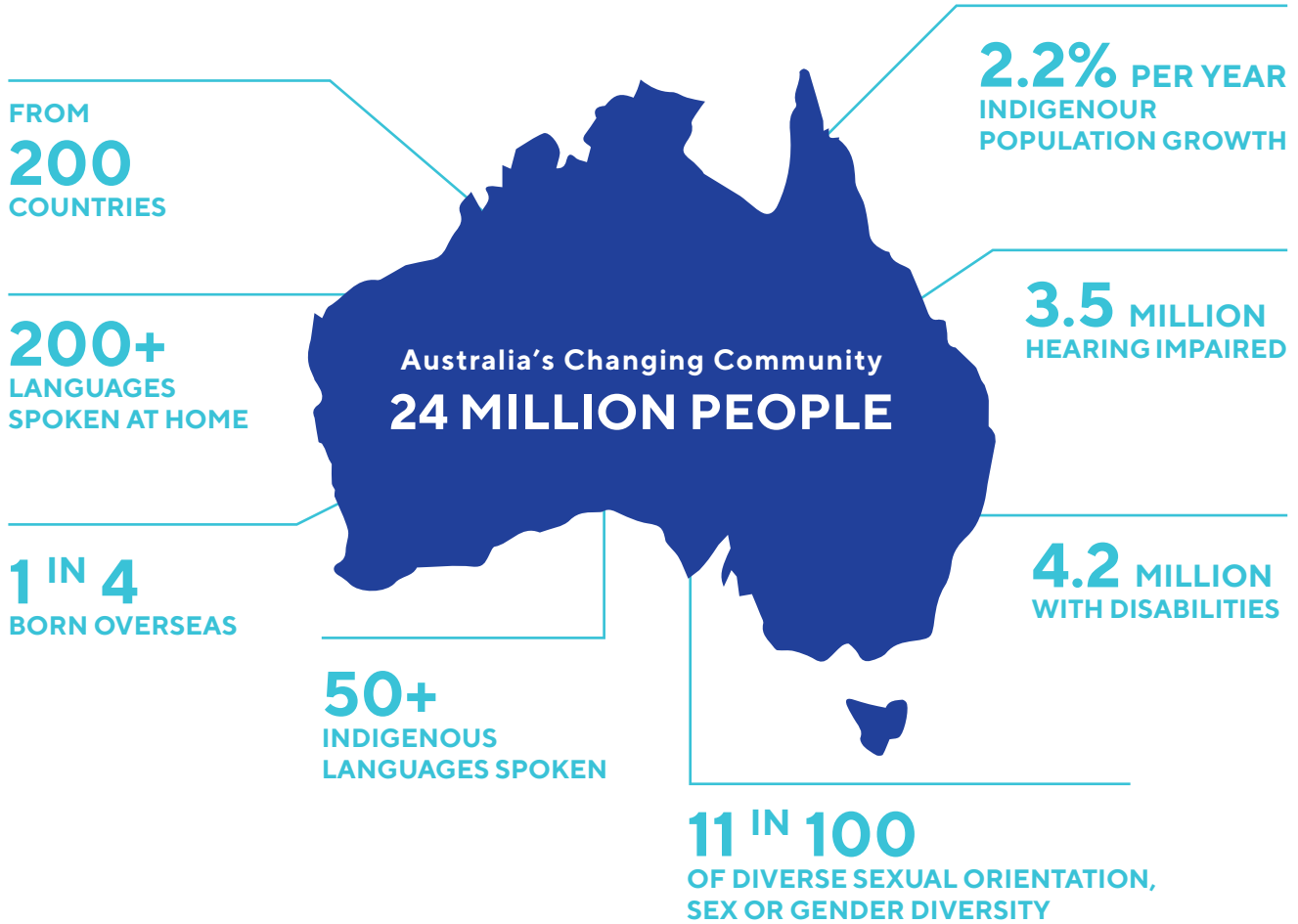
38% OF OUR STUDENTS ARE ENROLLED **PART-TIME**



OUR STUDENTS COME FROM **118 DIFFERENT COUNTRIES**



In addition, Australia has:



Our Framework recognises the demographic of the communities at UWA that are diverse and wide-ranging. Likewise, it addresses the landscape in which sport operates in Australia, which has and will continue to shift due to Australia's changing community. By doing so, we are able to effectively promote inclusion and reflect the diversity of our community in its entirety.

Furthermore, by having a Social Inclusion Framework our community, partners and business can prosper, by:

- Social benefits for individuals and the community
- Development of partnerships and sponsorships
- Increase in memberships and participation
- Increase in talent pool and expertise
- Positive growth in awareness of brand
- Increase in funding opportunities





What we BELIEVE IN

Commitment

Our commitment is to provide an inclusive and diversified community, whereby all students and community members can come together in a safe and respectful environment, regardless of sex, ethnicity, religion, intellectual/physical ability or sexual orientation. We will provide equal opportunity to all, by fostering awareness of diversity and by providing opportunities that support individual abilities, beliefs and aspirations. We will embrace diversity and inclusion through our values to encourage and support equity, fairness and inclusiveness in all that we do.

Furthermore, we maintain a commitment to promoting respectful behaviour and eliminating all forms of unlawful discrimination, harassment and bullying in our community through the adherence to anti-discrimination laws and policies.

Objectives

Our vision is; *to be regarded as the leading university in Australia for participation, performance and inclusion in sport.*

We strive for inclusion and diversity across all our programs, services and facilities, ensuring we reflect the diversity of the community in which we operate.

We embrace diversity and inclusion through our values to encourage and support equity, fairness and inclusiveness in all that we do.

Our Commitment is underpinned by key objectives depicted in our 2020-2025 Strategic Plan including:

- Expand existing and develop new programs that enable participation of those from underrepresented and diverse cultural backgrounds.
- Embed Indigenous knowledge and culture through sport.
- Leverage UWA's academic resources to extend its contribution to the broader sport and recreation industry.

Our VALUES



EXCELLENCE

We consistently pursue the highest levels of achievement, creating the best outcomes possible.



INTEGRITY

We are honest and ethical and show respect for, and appreciate, each other, our partners and our communities – valuing our differences.



INNOVATION

We are constantly, and creatively, improving and adapting.



COLLABORATION

We share our collective intelligence to achieve more.



EQUITY

We are committed to providing everyone at UWA equality of opportunity, experience and outcome.



Our rights and **RESPONSIBILITIES**

UWA Sport is committed to ensuring everyone has the opportunity to participate in sport, in an environment that is friendly, welcoming and accessible, which is free from all forms of discrimination, harassment and bullying.

Our UWA policies and codes, which are reinforced by federal and state legislation that make discrimination and harassment unlawful, govern how we address inappropriate behaviour relating to sex, ethnicity, religion, intellectual/physical ability or sexual orientation. UWA Sport has a responsibility to adopt and promote these policies across sport at UWA, including our affiliated Clubs, representative teams and staff. Furthermore, the implementation and enforcement of these policies relies on the commitment of all members of the community involved in sport at UWA.

Our policies and codes:

- UWA Sport's Inclusion in Sport Policy
- [UWA's Charter of Student Rights and Responsibilities](#)
- [UWA's Code of Ethics and Conduct of Conduct](#)
- [UWA's Equal Opportunity and Affirmative Action](#)
- [UWA's Prevention and Resolution of Bullying on Campus](#)
- [UWA's Sexual Harassment Policy](#)
- [UWA's Racial harassment](#)

For further information on our UWA Policies, as well as State and Federal Legislation, please visit: <https://www.web.uwa.edu.au/inclusion-diversity/policies-and-legislation>.

What

WE DO

UWA Sport leads all sport, fitness and recreation endeavours at UWA for students and the broader community. This includes the management of a range of services, programs and facilities across various campuses.

UWA Sport's community is made up of approximately:

200+ UWA SPORT STAFF
(including fulltime, part-time and casual)

30 AFFILIATED CLUBS
including their own members, volunteers and staff

2,000+ UWA SPORT MEMBERS
including students and community members

600+ HIGH PERFORMANCE ATHLETES
(future and current), staff and volunteers

OVER 20,000 INDIVIDUALS
involved in our participation programs,
including students and community members.

With such diverse stakeholders, UWA Sport has adopted a holistic approach to inclusion in sport at UWA in order to foster diversity, reduce discrimination and actively assist community groups faced with social issues.

Our strategies include:

- 1. Universal Design** – having opportunities for everyone to participate in, to support their wellbeing and success; and,
- 2. Targeted activations** – providing those community groups faced with social issues opportunities to participate in sport and recreation in safe, friendly and welcoming environments.

The above strategies are reinforced by the development of initiatives that address the needs of our diverse UWA community. For the biggest impact, we have targeted our work to support participation across:



**Universal Design –
Opportunities for
everyone**



**People with
Disabilities**



**Indigenous
Australians**



**People from
Culturally Diverse
Backgrounds**



Gender Equity



**Low Socio-
Economic Status
Communities**



**LGBTQIA+
Communities**

How to get involved and

GET INCLUSIVE

Our Inclusive Sport Framework looks to facilitate access and awareness of resources, training and advice to our community to strengthen our collective understanding and behaviours towards diversity and inclusivity in sport at UWA. This includes general information, tools, guidelines and courses that can assist individuals, teams and organisations in advancing diversity and inclusion in their environment.

Below includes a list of opportunities that support inclusion in sport at UWA.

Resources:

- UWA Sport's 7 Pillars of Inclusion Action Plan
- [UWA's Guidelines on the use of non-discriminatory language](#)
- [UWA's Community Calendar](#)
- [Play by the Rules Quick Reference Guide](#)

Training & Advice:

At UWA Sport, we have designated teams focused on supporting inclusion in sport at UWA. These teams are available to support community members, partners and staff in all matters relating to diversity and inclusivity.

Inclusion Team

Our Inclusion Team leads our strategies and initiatives relating to diversity and inclusion across all our programs, services and facilities. The Team can provide advice and support to all community members on matters relating to inclusion in sport.

The team can be contacted on info@sport.uwa.edu.au.

People & Culture Team

Our People and Culture Team supports our workplace practices, including enquiries and complaints relating to discrimination and harassment.

The team can be contacted confidentially on people@sport.uwa.edu.au.

In addition, there are a range of resources, training and advice available to individuals and organisations within the UWA community as well as more broadly that can provide information and support on inclusion. These include:

UWA:

Advice & Support:

- [Student Wellbeing](#)
- [Health Promotion](#)
- [Counselling and Psychological Services](#)
- [International Student Support](#)
- [Disability Services \(UniAccess\)](#)
- [Guild Student Assist](#)

Training:

- [Mental Health First Aid](#)
- [Mental Health Awareness and Resilience Workshop](#)
- [Step Up Bystander Training](#)
- [Ally Program](#)

External:

Advice & Support:

- [Sport Australia](#)
- [Play by the Rules](#)
- [UniSport](#)
- [DLGSC](#)

Training:

- [Member Protection Information Officer Course](#)
- [Complaint Handling Training](#)
- [Inclusive Coaching Online Course](#)
- [Harassment & Discrimination Online Course](#)
- [Creating an LGBTI+ Inclusive Club](#)



How we measure and communicate **OUR PROGRESS**

UWA Sport are dedicated to measuring the impact of our work on supporting inclusivity and diversity in our community.

We will do this via the following avenues:

- Regular social impact reporting (annual, quarterly and targeted reporting)
- Program reach data collation
- Community grant program outcomes
- Ongoing stakeholder engagement forums and feedback opportunities
- Establishment and growth in partnerships and collaborations.

In addition, we will continue to establish appropriate measures and reporting mechanisms to capture the impact we have throughout our communities as we continue to progress our planning on inclusion in sport at UWA.





The University of Western Australia acknowledges that its campus is situated on Noongar land, and that Noongar people remain the spiritual and cultural custodians of their land, and continue to practise their values, languages, beliefs and knowledge.



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UWA Recreation and Fitness Centre

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 Mon–Fri: 6am to 11pm | Sat–Sun: 8am to 9pm