

Access for All Abilities

Project Funding 2021–23

Building an equitable, inclusive and accessible
Victorian sport and recreation sector

Application Guidelines

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Melbourne.

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To receive this publication in an accessible format, please contact the Grants
Information Line on 1800 325 206, using the National Relay Service 13 36 77 if
required.

Available at Sport and Recreation Victoria's website:

[https://sport.vic.gov.au/grants-and-funding/our-grants/access-for-all-abilities-
program](https://sport.vic.gov.au/grants-and-funding/our-grants/access-for-all-abilities-program).

Message from the Minister for Community Sport



Sport and active recreation play a vital role in bringing communities together and improving our physical and mental wellbeing. It provides opportunities for people to connect, engage and socialise with others, creating a sense of belonging, including for those who are at risk of marginalisation.

The COVID-19 pandemic has affected the Victorian community by disrupting our physical activity routines, our social connections and has presented additional challenges to our mental health. This period has highlighted the importance of ensuring that our sector is accessible and inclusive for all Victorians.

People with disability face barriers to participation, which are at risk of being further entrenched as a consequence of the pandemic. That's why the Victorian Government is committed to creating opportunities for people of all abilities, across all ages, backgrounds and genders to participate in sport and recreation activities that enhance their lives.

The *Access for All Abilities* program supports initiatives that create more equitable, accessible and inclusive participation opportunities for Victorians with disability; and will support collaboration and connection to seek new ways of engaging this underrepresented community cohort.

We're looking for projects that increase participation opportunities for people with disability, build community awareness and education on disability and projects that create leadership opportunities in the volunteer or paid workforce for people with disability, incorporating state-wide, or place-based approaches.

As Minister for Community Sport, I look forward to seeing more Victorians reaping the benefits of active participation through projects backed by *Access for All Abilities* programs.

The Hon. Ros Spence MP
Minister for Community Sport

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1 Program Summary

1.1 Overview of the Fund

Sport and active recreation play an integral role in the lives of many Victorians.

Everyone should have the opportunity to participate in sport and active recreation regardless of ability, cultural or religious background, socio-economic circumstances, gender, age, LGBTIQ+ identity, risk profile or geographic location.

The Victorian Government recognises that not everyone enjoys the same opportunities to be involved in sport and active recreation and, in response, is supporting participation initiatives that will deliver flexible physical activity and social inclusion outcomes for people across the state.

Compared to the Victorian population people with disability experience low participation rates, with 56.1 per cent reporting participation in sport and active recreation three times per week compared to the Victorian average of 65.7 per cent.

The 2021–23 *Access for All Abilities Program* (Program) investment supports the Victorian Government's commitment to equitable participation in all aspects of sport and recreation while making a significant contribution to:

- healthier Victorians
- economic growth and jobs
- community cohesion
- Victoria's liveability.

The Program, administered through Sport and Recreation Victoria (SRV) in the Department of Jobs, Precincts and Regions (DJPR) acknowledges that some communities face additional barriers and need additional support to increase overall participation.

The Program is informed by the strategic directions set out in *Active Victoria – A strategic framework for sport and recreation in Victoria 2017–2021*:

- Meeting demand
- Broader and more inclusive participation
- Additional focus on active recreation
- Build system resilience and capacity
- Connecting investment in events, high performance and infrastructure
- Working together for shared outcomes.

For more information about *Active Victoria*, please visit <https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation>

These guidelines (Guidelines) have been developed to inform those wishing to apply for grants under the Program.

1.2 Program Objectives

The objectives of the Program are to:

- increase opportunities for people with disability
- build capacity in the sport and active recreation sector
- encourage collaboration across the sector and support co-design
- provide funding across varied collaborative relationships, activities types, and geographic locations (local and state-wide initiatives).

1.3 Program Outcomes

The intended outcomes of the Program are to:

- increase sustainable participation and inclusion for people with disability
- support SRV's increased understanding of how collaboration works across the sector
- have a suite of projects delivered across the state, with varied collaborative relationships and activities in place.

2 Available Funding

The Program offers funding between \$30,000 to \$150,000 per project.

3 Eligibility Criteria

3.1 Eligible Applicants

Applicants must meet the following criteria to be eligible:

- a) Be one of the following entity types:
 - i. A body or entity incorporated in Australia.
 - ii. A Victorian local government body.
- b) Operate a business registered or physically located within Victoria; and
- c) Hold an active and valid Australian Business Number (ABN); and
- d) Be registered with the responsible Federal or State regulator (if applicable); and
- e) Be one of the following:
 - i. A SRV-recognised organisation:
 - State Sporting Associations (SSA).
 - State Sport and Active Recreation Bodies, including peak organisations (SSARB).
 - Victorian Regional Academies of Sport.
 - ii. A community organisation working with people with disability.
 - iii. A health service entity specialising in the provision of services to people with disability.
 - iv. A Victorian local government authority.
 - v. Another sport and active recreation league or association.
 - vi. A Victorian higher education provider.

3.2 Ineligible Applicants

The following are not eligible to apply:

- Regional Sports Assemblies.

4 Project Eligibility

Projects under the AAA 2021–23 Program require a partnership approach (with a minimum of two collaborating entities per project). One of the collaborating entities must be a recognised State Sporting Association, a State Sport and Active Recreation Body, or a Victorian Regional Academy of Sport. Refer to the link for eligible partner organisations <<https://sport.vic.gov.au/our-work/industry-development/Sport-and-Recreation-Victoria-Recognised-Organisations>> and section 8.2 regarding auspicing arrangements.

DJPR will only provide funding to projects that, can clearly demonstrate in their application that the project will, increase equity, accessibility participation and inclusion for people with disability and:

- develop the capacity of the workforce, including volunteers, to drive and sustain inclusion initiatives for people with disability in a new COVID Normal environment
- support co-design with people with disability throughout the lifecycle of the project
- deliver sustainable participation opportunities for people with disability
- test innovation and new concepts or scale up projects with demonstrated success.

Examples of eligible projects include (but are not limited to):

Participation projects:

- Accessible social programs that make sport or active recreation activities fun and flexible for people with disability (non-structured activities).
- Development of new products, rule and equipment modification to allow people with disability to participate in disability-specific sport or active recreation or through universally designed broader opportunities.
- Leadership or mentoring programs for people with disability focusing on boards, committees, coaching, officiating and administration roles.
- Place-based approaches, in which the applicant works with local and specialist partners to connect and coordinate support for people with disability.
- Projects aimed at addressing barriers that people with disability face participating in sport and recreation.
- Projects that apply an intersectional lens – e.g. a disability-focused project that considers the overlapping interconnections of additional disadvantage when working with women and girls, LGBTIQ+, Culturally and Linguistically Diverse communities, Aboriginal Victorians, older people/seniors, disengaged youth, or low socio-economic communities and other targeted groups.

Capacity building projects:

- Increasing the skills, knowledge and expertise of coaches and support staff, through collaboration with specialist allied health and occupational therapists to improve outcomes for people with disability e.g. train the trainer models.

- Workforce capacity initiatives that support the disability sport sector to evolve to COVID Normal operations, including support for alternative/innovative models for participation, volunteering, and paid workforce recruitment and retention.
- Embedding inclusion outcomes in policy and governance, disability inclusion training, disability employment and recruitment strategies and advisory committees.
- Developing a community education and awareness campaign to promote successful case studies and promote participation opportunities for people with disability.
- Increasing awareness so that people with disability, parents, carers and sport and recreation providers can access the National Disability Insurance Scheme (NDIS) to increase sport and active recreation opportunities.
- Providing opportunities for state-wide training and collaboration across the sport and active recreation sector, or training to other sectors.

4.1 Eligible Activities/Expenses

Eligible expenditure items include:

- project-related expenditures
- the salaries of persons directly involved in the delivery of the project
- adaptation of sporting and/or active recreation equipment for use by people with disability.

4.2 Ineligible Activities/Expenses

Not all expenditure on an Applicant's Project may be eligible for grant funding. DJPR in its sole and absolute discretion may decide what constitutes eligible expenditure.

Funding will not be provided and may not be used for:

- the general running and operational costs of an entity (e.g. day to day expenses such as rent, gas, electricity and insurance costs)
- uniforms, hospitality, monetary prizes, trophies, the staging of national championships, sports science testing or travel to state, national or international competitions
- current or future payments made to participants/athletes/players in return for their participation in the entity's physical activities (for example, match/coach/player payments)
- expenditures of a capital nature (for example, permanent shade structures, permanent fencing, fixed lighting, permanent practice wickets, ramps and other permanent structures) that are not specific to the Project
- repair of equipment, structures and playing surfaces (for example, golf course, turf wicket pitch)
- non-playing/participation equipment (for example, public address systems, banners, trophies, videos, sunshades, gazebos, carpet/linoleum, clubroom items, wicket covers, scoreboards, GPS, computers and IT equipment)
- canteen items (for example, microwave ovens, soft drink, food, alcohol, cooking utensils)
- maintenance equipment (for example, lawn mowers, rollers, line markers, hose, compressors)
- purchase or leasing of vehicles (for example, boats, bikes, golf carts, jet-skis, go-karts), trailers and accessories
- the provision of services to children if any entity involved in the delivery of the project:
 - does not have the appropriate level of insurance that covers the entity, its employees and agents working with children and the entity's liability in respect of institutional child sexual abuse claims; or

- o has been notified by the National Redress Scheme Operator (Scheme) that it was named in an application prior to 1 July 2020 and did not join the Scheme by 31 December 2020.

More information to guide applicants' project design is available in **Appendix A**.

4.3 Project Timeline

PROGRAM FUNDING TIMELINES	
Milestone	Date
Applications open	8 November 2021
Applications close	16 December 2021
All applicants notified of outcome	Approx. February 2022
Commencement of delivery	Upon the Recipient and the State of Victoria (as represented by DJPR) entering into a grant agreement

5 Assessment Process

Projects that meet the eligibility criteria will be assessed by a panel. The panel will:

1. review and score applications individually against the assessment criteria
2. rank all projects against each other
3. ensure that the applications recommended for funding represent a cross-section of projects, including state-wide/regions, activities and collaboration models (this function will be performed by an oversight committee)
4. determine the number of applications that will be recommended subject to the total funding available under the Program
5. recommend the applications for approval.

Notwithstanding anything to the contrary, DJPR may, in its sole and absolute discretion, make any decision it deems fit in relation to the award of grant funding under this Program for any reason whatsoever. This includes (but is not limited to) approving a lesser amount than that applied for and amending funding conditions without notice.

5.1 Assessment Criteria

Eligible applications and projects will be assessed on how well they meet the assessment criteria as outlined below. All supplementary attachments and information provided as part of the application will be taken into consideration during the assessment process.

Assessment Criteria	Description	Weighting
The quality of the project and extent to which it aligns with the Program's objectives and therefore provides value for money.	<p>Demonstrates how this project will increase opportunities for people with disability.</p> <p>The need for the project has been clearly articulated and is supported by sound data and/or research.</p> <p>Clearly articulates how the collaboration will:</p> <ul style="list-style-type: none"> • build capacity within the sport and active recreation sector and benefit people with disability • ensure co-design • be implemented within the Project scope • result in an ongoing program, improvement, or activity, independent of further government funding. 	30%
The extent to which the project could meet the outcomes of the Program	<p>Clearly articulates:</p> <ul style="list-style-type: none"> • what will be delivered by collaborating organisations as part of the project design • how the project will be implemented • a project plan (set out in section 7) • a well-developed and suitable budget for the project • identified project risks and mitigation strategies. <p>The project assists DJPR to test varied collaborative relationships and activities.</p>	30%
The capability and capacity of the applicants to deliver the project	<p>Clearly articulates:</p> <ul style="list-style-type: none"> • resourcing to be able to deliver the project • appropriate organisational commitment to the project including commitment from partner/s, collaborators or other demonstrated support from e.g. Local Councils, industry, health and community services, education institutions etc. • evidence of a suitable environment in which to undertake the project. 	25%

Need for government support	Whether the project would proceed without government support due to considerations such as timing, resourcing and/or level of risk impacting project initiation.	15%
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5.2 Due Diligence Assessments

Applicants are subject to a risk assessment which verifies its details as recorded:

- in the Australian Business Register;
- with the Australian Securities and Investment Commission;
- with the Australian Charities and Not-for-profits Commission;
- with Consumer Affairs Victoria; and/or
- with any other applicable regulator.

Any of the following circumstances may be taken into consideration in any decision whether to award a grant:

- Any adverse findings in relation to an applicant which is uncovered by the foregoing assessments;
- An applicant is placed in external administration;
- There is a petition to wind up or de-register the applicant; or
- The applicant is or becomes de-registered or unregistered (including cancellation or lapse in registration).

DJPR may at any time, remove an applicant from the application process if, in DJPR's opinion, association with the applicant may bring DJPR, a Minister or the State of Victoria into disrepute.

DJPR may undertake a financial assessment of the applicant to assess the ability of the applicant to deliver the proposed project. Outcomes from the financial assessment may be taken into consideration in any decision to recommend and award a grant.

6 Application Process

6.1 Prepare an Application

Applicants must undertake the following steps to apply:

1. Carefully read these Guidelines.
2. Compile all necessary supporting documents to apply as detailed in the 'Documentation and Information Requirements' section of these Guidelines (below).
3. Submit an application online via the Program website: <<https://sport.vic.gov.au/grants-and-funding/our-grants/access-for-all-abilities-program>>. Once an applicant has successfully submitted an application, they will receive email confirmation of the submission. Please check the spam/junk mail folder if the confirmation email is not located in your inbox.

6.2 Open and Close Dates

- Applications must be submitted in the portal by 11:59 pm on the closing date. Please note that late applications will not be accepted.
- Opening and closing dates will be listed on the website.

7 Documentation and Information Requirements

The applicant, as part of its application, must submit the following:

- a project plan which must include:
 - a project description
 - an overview of the implementation timeline and strategy
 - project deliverables by responsible partner
 - Project risks and mitigation strategies
- evidence (via a letter, agreement or other document) that demonstrates an agreed collaboration between two or more eligible entities (including at least one SRV-recognised organisation specified in paragraph 3.1) for the delivery of the project. This evidence should include a statement from all collaborating entities that they will meet the conditions of funding (set out in section 8).

8 Conditions of Funding

All applicants will be required to attest in their application to the conditions listed below. If successful, all applicants, including collaborative partners, will be required to maintain adherence throughout the life of the agreement.

- Adherence with and enforcement of either the Fair Play Code or the relevant code of conduct which incorporates values and processes associated with safe, welcoming, and inclusive engagement (where relevant). Further information about the Fair Play Code can be found at <https://sport.vic.gov.au/publications-and-resources/community-sport-resources/fair-play-code>.
- Compliance with the Victorian Anti-doping Policy 2012 (where relevant). Further information about the Anti-doping Policy can be found at <https://sport.vic.gov.au/publications-and-resources/integrity-sport/anti-doping>.
- Reporting requirements for any grants the applicant has previously received from the Victorian Government under any grant program have been met to the satisfaction of SRV (only applicable to applicants that have previously been funded under a grant program through the Victorian Government). The applicant, by applying, authorises DJPR to access any and all information in relation to such grants from any other department of the Victorian Government.
- Implementation and maintenance of policies relating to member or client protection and to the Victorian Child Safe Standards. Further information about Child Safe Standards can be found at <https://vicsport.com.au/child-safe-sport>.
- At the time of its application and, if successful, during the term of any grant agreement, hold a minimum of 40 per cent women on its board or have an Office of Women in Sport and Recreation approved work plan to meet this requirement (only applicable for applicants that have been previously recognised by Sport and Recreation Victoria). Further information can be found at: <https://sport.vic.gov.au/our-work/industry-development/Sport-and-Recreation-Victoria-Recognised-Organisations> Have an inclusion action plan, disability action plan, equivalent written strategic policy or an equivalent commitment in the applicant's constitution (the adequacy of which will be determined by DJPR in its sole and absolute discretion) or commit to creating one of the aforementioned in a form suitable to DJPR.

- Agree to participate in future program evaluation activity.

8.1 Grant Agreements

If an applicant's application is successful, the applicant will be invited to enter into a legally binding grant agreement with DJPR. The grant agreement details the obligations and conditions attached to the funding.

DJPR will not advance any funding to the applicant, and the applicant may not commence the project, until the successful applicant and DJPR have duly signed a grant agreement.

Once the agreement has been duly signed, the successful applicant will be required to commence the project within the agreed timeframe. If a successful applicant does not commence the project by the required commencement date, DJPR, in its absolute and sole discretion, may terminate the grant agreement.

8.2 Auspicing

Because this Program aims to facilitate collaboration in relation to delivery of services to people with disability, projects must be developed and delivered by two or more collaborators that each meet the eligibility criteria set out in these Guidelines. An auspice arrangement must be in place between both or all entities that will be involved in delivering a project. Each project must have a lead entity that will serve as the auspice entity, apply under these Guidelines on behalf of all collaborators and, if successful, enter into the grant agreement with DJPR on behalf of all of the collaborators. In the ordinary course, the entity with responsibility for delivering the largest share of the project would serve as the auspice entity, however, if responsibility is shared equally, there must still be an auspice entity.

Any legally constituted body meeting the eligibility criteria may act as the auspice entity. As set out above, if the application is successful, the auspice entity will enter into the grant agreement with DJPR. As the "Recipient" under the grant agreement, the auspice entity will bear obligations and responsibilities as set out in the grant agreement, receive any funds allocated by DJPR to the project and manage the activity and acquittal of grant funds.

Auspice agreements between collaborating entities must be in place in advance of the closing date set out in the table in section 4.3 Project Timelines. Your application must be submitted by the auspice entity on behalf of other collaborators. DJPR may, in its sole and absolute discretion permit the auspice entity to substitute itself out, and another entity in, as the auspice entity.

8.3 Publicity/Acknowledgement

By applying, successful applicants agree to cooperate with DJPR in the promotion of the Program. This may include involvement in media releases, case studies or promotional events and activities.

Successful applicants must not make any public announcement or issue any press release regarding the receipt of a grant without prior written approval from DJPR.

DJPR may publicise the benefits accruing to the successful applicant and/or the State associated with the provision of the grant and the State's support for the Project. DJPR may include the name of the successful applicant and grant amount in any publicity material and in DJPR's annual report.

DJPR may request that a successful applicant fact-checks any text DJPR proposes to use and seeks approval to use any image (that is not owned by the applicant) associated with the activity prior to the publication of any such promotional materials.

9 Compliance and Audit

9.1 Audit

Recipients may be subject to audit by the Victorian Government or its representatives and may be required to produce evidence such as payroll reports, project expenses and any other documentation supporting the application for the grant and the delivery of the project. The recipient must keep such records during the term of the grant agreement plus a period of two years following the end of the term of the grant agreement.

9.2 False or Misleading Information

If any declarations or statements are made or information provided by the applicant is found to be incomplete, inaccurate, false or misleading, the application may be rejected or, if the parties have already entered into a grant agreement, all grant amounts paid by DJPR will be repayable upon DJPR's demand.

9.3 Verification

Further to paragraphs above, applicants are subject to a risk assessment which verifies business details provided with the Australian Business Register, Australian Securities and Investment Commission, Australian Charities and Not-for-profits Commissioner, Consumer Affairs Victoria and/or other applicable regulator.

10 Reporting for Program Evaluation

As a condition of funding, recipients will be required to participate in any Program monitoring and evaluation activities initiated by DJPR during the term of the grant agreement and for up to three years following completion of the project. This may include completing surveys throughout the Program to measure the State of Victoria's progress towards achieving intended outcomes. A recipient's non-compliance may prejudice any of its future applications for support under DJPR's programs.

Reporting is critical to DJPR in understanding Program impact, supporting continuous improvement in program design and delivery, and delivering more effective grant programs to the people of Victoria.

11 Privacy and Confidentiality

Information provided by the applicant for the purpose of this application will be used by DJPR for the purposes of assessment of applications, program administration and program review. In making an application, the applicant consents to the provision of their information to the State of Victoria and Commonwealth Government departments and agencies for the purpose of assessing applications. If there is an intention to include personal information about third parties in the application, the applicant must ensure they are aware of and consent to the contents of this privacy statement.

Any personal information about the Applicant or a third party will be collected, held, managed, used, disclosed or transferred in accordance with the provisions of the *Privacy and Data Protection Act 2014* (Vic) and other applicable laws.

Enquiries about access to personal information, or for other concerns regarding the privacy of personal information, can be emailed to DJPR's Privacy Unit by emailing privacy@ecodev.vic.gov.au. DJPR's privacy policy is also available by emailing the Privacy Unit.

12 Absolute Discretion

Notwithstanding anything to the contrary in these Guidelines, DJPR reserves the right to do any of the following at any time for any reason with or without notice (not an exhaustive list):

- cancel the Program
- withdraw, amend or replace these Guidelines and any application terms
- request further information from an applicant in relation to their application
- suspend or cease the assessment of any application.

DJPR may, in its sole and absolute discretion, make any decision it deems fit with respect to any application.

12.1 No Right of Appeal

A decision made by DJPR with respect to these Guidelines or an application is not subject to a review or an appeal of any kind. You will be notified if feedback on your application can be provided.

12.2 Disrepute

DJPR may at any time, in its sole and absolute discretion, remove an application from assessment process if, in DJPR's opinion, association with the applicant may bring DJPR, a Minister or the State of Victoria in disrepute.

13 Tax Advice

Tax implications for grant applicants may differ depending on individual circumstances. DJPR recommends successful applicants seek independent tax advice, or alternatively liaise with the Australian Tax Office (ATO) for advice that are specific to their individual circumstances. The ATO website also provides guidance in relation to specific grants payments which may be used for tax determination purposes.

13.1 GST

"Payments will be GST Inclusive". If you are registered for the Goods and Services Tax (GST), and if it is applicable, we will add GST to your grant payment and issue you with a Recipient Created Tax Invoice. Grants to successful applicants not registered for GST will be made exclusive of GST.

Grants are assessable income for taxation purposes, unless exempted by a taxation law. We recommend you seek independent professional advice on your taxation obligations or seek assistance from the Australian Taxation Office. We do not provide advice on your particular taxation circumstances.

14 Conflict of Interest

A conflict of interest occurs where someone has a competing professional or personal interest and/or duties.

Applicants must advise DJPR of any real or perceived conflict of interest relating to a Project for which it has applied for funding.

15 Related Entities

A Recipient cannot use grant funding available through this Program to engage the services (including supplier or consultancy services) and/or purchase products from a “related entity” (as that term is defined in the *Corporations Act 2001*) of the applicant, the Recipient or any of its collaborators.

In the application, applicants are required to declare any existing relationships between themselves and any service provider which the applicant intends to use in the course of the Project.

DJPR may reject an application at any time and may terminate a grant agreement if an applicant uses grant funding made available through the Program to engage the services of a related entity as identified in the Guidelines.

16 Use of Third-Party Grant Writers

If a third-party grant writer is used:

- applicants are reminded that they are responsible for ensuring all information in the application is accurate and correct
- any generic responses to questions in the application may negatively impact the application during the assessment stage
- DJPR reserves the right to seek proof of any data or information provided in the application
- no part of any approved grant amount can be applied to the costs of a third party grant writer
- a declaration letter acknowledging that applicants have reviewed and accept the content of the application submitted must be attached to the application.

17 Services for Children

Per the *Funding Guidelines for Services to Children*, new funding agreements between the Victorian government and non-government entities to deliver services to children require that these entities are incorporated as separate legal entities and appropriately insured against claims of child abuse.

Therefore, all applicants are required to provide evidence that they are incorporated and that they have appropriate insurance coverage in place.

18 Further Resources

Further information regarding this program can be found here: <<https://sport.vic.gov.au/our-work/participation/inclusive-sport-and-recreation/access-all-abilities>>.

For preliminary information on this grant program please contact the Sport and Recreation Call Centre on 1800 325 206 for the cost of a local call (except from a mobile phone) on any weekday between 9am and 5pm (except for public holidays). For support in developing your application, please contact the Diversity and Inclusion Team in SRV at sportprograms@sport.vic.gov.au.

Appendix A: Glossary

This guidance note provides additional background to inform the preparation of project applications.

Co-design

Co-design is a design-led process that uses participatory methods from the beginning to the end. There is no one-size-fits-all approach nor a set of checklists to follow. Instead, there are a series of principles that can be applied in different ways with different people. The 'co' in co-design stands for community or conversation. It's about bringing together people and professionals to jointly make decisions, informed by each other's expertise.

Disability

Approximately 1 in 5 Victorians have a disability, and any Victorian may acquire a disability during their life. Compared to 79 per cent of all Victorians, only 24 per cent of people with disability participate in sport and physical activity.

The *Access for All Abilities Program* demonstrates Victorian Government's commitment to increase participation opportunities and enjoyment for people with disability.

Universal design

Universal design is a design philosophy that ensures that products, buildings, environments and experiences are innately accessible to as many people as possible, regardless of their age, ability, cultural background, gender, or any other differentiating factors that contribute to the diversity of our communities.

More information is available at <<https://sport.vic.gov.au/resources/documents/universal-design-fact-sheet>>.

Intersectionality

Intersectionality is an approach to understanding how ability, gender, sexual orientation, ethnicity, religion, language, class, socio-economic status, and age can overlap and interconnect to create interdependent systems of discrimination or disadvantage.

The *Access for All Abilities Program* aims to boost participation opportunities for people with disability and targeted populations by applying an intersectional approach, creating a more equitable, diverse and inclusive sport and recreation sector for everyone.

Inclusion or disability action plans

Applicants applying for *Access for All Abilities Program* funding will either have or demonstrate a commitment to developing an Inclusion Action Plan, Disability Action Plan or equivalent written strategic policy outlining commitment to inclusion of people with a disability. For further information refer to Vicsport <<https://vicsport.com.au/policies-and-practice-br-people-with-a-disability>>.

Workforce

The delivery of sport and recreation is reliant on the skills of more than 70,000 people in paid employment and more than 580,000 volunteers across more than 12,000 sporting clubs.

The resilience and capacity of the sector is dependent on the support and development provided to its workforce. Responding to the pandemic and the need to support the sector to adjust to the COVID Normal environment requires new approaches and resources.

Innovative participation

The COVID-19 pandemic has dramatically reduced Victorians' participation in organised sport and active recreation. As restrictions lift, participants and members are hesitant to return to organised activity due to safety issues, time pressures and financial factors.

This Program represents a unique opportunity to reinvent how participation programs are delivered to build sector resilience.

A new approach to participation has the potential to attract a larger and more diverse membership base, provide opportunities for people at all life stages and increase the number of participants, volunteers and administrators.

Access for All Abilities will fund innovative and creative projects that attract new participants and re-engage former participants to community sport and recreation.