Together More Active 2023-27 Round 2

Program Guidelines

**Acknowledgement**

We acknowledge the traditional Aboriginal owners of country throughout Victoria, their ongoing connection to these lands and water ways and we pay our respects to their culture and their Elders past, present and future. We acknowledge Aboriginal Self-Determination is a human right as enshrined in the United Nations Declaration on the Rights of Indigenous Peoples. We are committed to developing strong and enduring partnerships with Aboriginal communities that will contribute to growing a prosperous, thriving and strong Victorian Aboriginal community.

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| These program guidelines are subject to change at the discretion of the Minister for Community Sport.**The Department’s reserved rights**Notwithstanding anything to the contrary in these program guidelines, the Department reserves the right to do any or all the following, in its absolute discretion, at any time for any reason, with or without notice:* Suspend or cancel the *Together More Active 2023-27* program;
* Withdraw, amend or replace these program guidelines and any application terms;
* Suspend or cease the assessment of any application; and
* Withdraw any offer it has made to a successful applicant through a Letter of Offer or Grant Agreement.

For information on this program, please phone 1800 325 206, or email Sport and Recreation Victoria.Application question and guidance documents are published on the [*Together More Active 2023-27* Program webpage](https://sport.vic.gov.au/funding/together-more-active) to assist applicants prepare the information required to apply for funding.If required, please use the [National Relay Service](https://www.accesshub.gov.au/about-the-nrs) on 13 36 77.For help with translations, please call the [Translating and Interpreting Service](https://www.tisnational.gov.au/) on 131 450.Authorised and published by the Victorian Government Department of Jobs, Skills, Industry and Regions, 1 Spring Street Melbourne, Victoria 3000. © State of Victoria, Department of Jobs, Skills, Industry and Regions November 2024. |

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# **Message from the Minister for Community Sport**



As the Minister for Community Sport, I’m delighted to announce Round 2 of the *Together More Active 2023-27* Program.

Sport and active recreation supports the health and wellbeing of all Victorians, builds the social fabric of our community and delivers thousands of local jobs.

As we continue to build on the recovery from the impact of the coronavirus (COVID-19) pandemic and natural disasters, the role of community sport and active recreation in getting Victorians physically active and bringing communities together has never been more important.

That’s why the Victorian Government is proud to partner with the sector to create safe, welcoming and inclusive opportunities for people of all ages, backgrounds and abilities to participate in sport and active recreation.

We are also keen to support our workforce, both paid and volunteers, to develop their skills and to get involved with community sport clubs and associations as they rebuild following seasons disrupted by the pandemic and floods.

The *Together More Active* *2023-27* Program will continue to support initiatives that improve the operation and sustainability of organisations to create more safe, inclusive and welcoming participation opportunities for Victorians and increase the capability of the sport and active recreation sector to be more resilient.

I look forward to seeing even more Victorians reaping the benefits from the projects backed by *Together More Active 2023-27*.

**The Hon Ros Spence MP**

**Minister for Community Sport**

# **Program Overview**

## Background

The benefits of sport and active recreation should be available for all Victorians to experience. However, some people do not experience equal access and opportunity to participate and/or face greater barriers to participation in sport and active recreation. This includes First Nations people, women and girls, people with disability, people from different culturally and linguistically diverse backgrounds, low-income earners, people from LGBTQIA+ communities, those living in regional and rural areas, older adults and young people not engaged in education or employment.

Compared to the wider Victorian population, some communities experience systemic, environmental and personal barriers which impact participation rates. Of the population groups who face more barriers, 50.8% to 59.2% participate at least 3 times per week, compared to the Victorian average of 65.1%[[1]](#footnote-2). Participation rates are often even less for people who experience overlapping forms of discrimination or disadvantage. This concept of compounding intersectional disadvantage or discrimination is called ‘intersectionality’.

Over recent years, delivery of community sport and active recreation has become increasingly complex and challenging. Attracting and retaining volunteers remains an ongoing challenge for the sport and active recreation sector, with changes in workforce composition, governance, compliance and participation preferences also resulting in an overall shortage of both capacity and capability within the community sport and active recreation workforce[[2]](#footnote-3).

This has broad implications in relation to safety, enjoyment, and experiences of those involved both on and off the field. Supporting the workforce in skill development and education to create a culture of ongoing learning, and ensuring these opportunities are inclusive of people who may experience greater barriers to working and volunteering in sport and active recreation, is vital in ensuring the long-term sustainability of the sector.

Governance and integrity standards are also essential in creating positive experiences that help grow sustainable participation and retain existing participants. Strong governance practices establish the values and culture of an organisation and help set clear roles, responsibilities, communication strategies and transparent processes.

Diversity on boards and in leadership roles allows different experiences and views to be represented, leading to more inclusive decision-making. Efforts are needed to ensure leadership in sport and active recreation reflects the diversity of Victorian communities. Strong governance practices extend to supporting integrity standards that provide protection for people and create culturally safe and welcoming environments.

There is also a significant opportunity to improve decision-making in the sector through better use of data, evidence and leveraging innovation.

The Victorian Government recognises the challenges facing the sport and active recreation sector and in response, has developed *Together More Active 2023-27* to support the sector to deliver safe, welcoming and inclusive participation opportunities and enhance the sector’s sustainability and resilience.

## About the Program

## *Together More Active 2023-27* supports the Victorian Government’s commitment to improving all aspects of sport and active recreation, making a significant contribution to:

## • healthier Victorians

## • economic growth and jobs

## • community cohesion

## • liveability.

## *Together More Active 2023-27* aligns with Victorian Government priorities and supports the key aims of increasing participation in sport and active recreation across the state, building a skilled workforce and a safe, inclusive, and resilient sector.

## The Program supports these outcomes by focusing on 2 overarching themes:

## • enhancing the capability of the sport and active recreation sector to be safe, inclusive and resilient

## • increasing the equity, diversity and inclusiveness of the sport and active recreation industry, in both playing and non-playing roles.

*Together More Active 2023-27* is also informed by the Self Determination Reform Framework that expands on the 11 guiding principles of self-determination that are identified in the refreshed [*Victorian Aboriginal Affairs Framework 2018 - 2023*](https://www.firstpeoplesrelations.vic.gov.au/victorian-aboriginal-affairs-framework-2018-2023).

## *Together More Active 2023-27* is open to select organisations recognised by Sport and Recreation Victoria (SRV) who satisfy the eligibility requirements set out in these guidelines.

## Program Objectives

*[Active Victoria 2022-2026](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation%22%20%5Co%20%22Link%20to%20Active%20Victoria%202022-2026%20webpage)* is Sport and Recreation Victoria’s strategic framework, developed from a vision to build a thriving, inclusive and connected sport and active recreation sector that benefits all Victorians.

The objectives of the *Together More Active 2023-27* program are:

* to increase participation opportunities and pathways for all Victorians
* to increase the capability and resilience of the sport and active recreation sector and ensure it remains operationally sustainable
* to increase targeted groups' participation in sport and active recreation

Outcomes of funding through the *Together More Active 2023-27* program are based on the following [*Active Victoria 2022-2026*](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation) priorities:

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| ***Active Victoria* Priorities** | ***Together More Active 2023-27* Outcomes** |
| **Connecting communities**All Victorians have the opportunity to participate in sport and active recreation initiatives that are high‑quality, inclusive and appropriate.**Building value**The sport and active recreation workforce create positive experiences for people.**Enduring legacy**A connected system that generates long‑term benefits for the sector and Victoria. | **More inclusive and diverse participation opportunities are provided across the sport and active recreation sector****The sport and active recreation sector operates effectively and efficiently****The sport and active recreation sector provides opportunities for everyone to participate in a safe and welcoming environment****A sustainable, resilient sport and active recreation sector that can respond to the increase in demand for existing and new participation opportunities** |

# **Who can apply?**

*Together More Active 2023-27* is open to select organisations recognised by Sport and Recreation Victoria (SRV) who satisfy the eligibility requirements set out in these guidelines.

Applicant organisations must meet the following criteria at the time of application and if successful for the term of any funding agreement:

* Be a non-government, not-for-profit incorporated body operating in Victoria,
* Hold an active and valid Australian Business Number (ABN); and
* Be a legal entity operating as either:
	+ an incorporated association; or
	+ a public company limited by guarantee.
* Have a minimum of 40 per cent women on their board or committee or be able to provide an Office for Women in Sport and Recreation approved work plan to meet this requirement.
* Have met reporting requirements on any grants previously received from SRV to the satisfaction of the Department.
* Implement and maintain policies relating to member protection and Child Safe Standards.
* Where applicable, must be able to meet the following legislation and policy requirements:
	+ If an applicant intends to deliver services to children, it must be appropriately insured against child abuse. Further information about this requirement can be found [here](https://www.justice.vic.gov.au/safer-communities/protecting-children-and-families/organisations-providing-services-to-children-new).
	+ If an applicant has been named in the Royal Commission into Institutional Responses to Child Sexual Abuse, or received notice that it was named in an application for redress to the National Redress Scheme for Institutional Child Sexual Abuse established under the *National Redress Scheme for Institutional Child Sexual Abuse Act 2018* (Cth) (National Redress Scheme), it must join or provide evidence to the Department that it intends to join, the National Redress Scheme.
	+ Promote and adhere to the Fair Play Code (or) relevant national sporting organisation or state sporting association code of conduct/member protection policy, which incorporates the [*Fair Play Code*](https://sport.vic.gov.au/__data/assets/pdf_file/0003/2260218/Fair_Play_Code_Brochure.pdf).
	+ Have a [Sport Integrity Australia](https://www.sportintegrity.gov.au/what-we-do/anti-doping/world-anti-doping-code/australian-national-anti-doping-policy) approved anti-doping policy in place and comply with the National Anti-doping Scheme where required.
	+ Where the National Anti-Doping Policy is not applicable, organisations responsible for delivering sporting competitions in Victoria are required to have a policy or statement of commitment that promotes ethical participation, free of doping and the use of drugs.
* Demonstrate, to the Department’s satisfaction, a commitment to prioritising participation of targeted groups through appropriate Action Plans and policies.
* Regional Sports Assemblies must also be an active and engaged member of Regional Sport Victoria Inc, meaning that that an organisation has executive representation at all Regional Sport Victoria Inc meetings and contributes financially to Regional Sport Victoria Inc.

# **Available funding streams**

Round 2 of *Together More Active 2023-27* has 4 separate funding streams:

**Stream 1a – Sector Capability Building Funding**

Eligible organisations can submit 1 application, with funding allocated based on each application’s reach, sustainability and alignment with [*Active Victoria 2022-26*](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation)

**Stream 1b – Sector Capability Building Funding – Regional Sports Assemblies and Regional Sport Victoria**

Eligible organisations can submit 1 application, with funding allocated based on each application’s reach, sustainability and alignment with [*Active Victoria 2022-26*](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation)

**Stream 2 – Inclusive Participation Project Funding**

Eligible organisations can submit 1 application for up to $50,000 per annum for 2 years.

All projects must engage a minimum of 2 other organisations as project partners

**Stream 3 – Workforce Development Project Funding**

Eligible organisations can submit 1application for up to $40,000 per annum for 2 years.

Funding requested **must** be matched by applicant organisations.

# **What streams can I apply for?**

This section of the Guidelines outlines the funding streams (or combination of funding streams) open to each of the select organisations recognised by SRV. Further information is available at Appendix 2. Organisations must also meet all other relevant requirements as set out in these Guidelines.

The select organisations are each listed on the SRV [website](https://sport.vic.gov.au/our-sector).

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| **Funding Stream** | **Stream 1a –** [**Sector Capability Building Funding**](#_Stream_2_-) |
| **Organisations** | * Aquatics and Recreation Victoria Inc
* Disability Sport and Recreation
* Outdoors Victoria Limited
* Sports Federation of Victoria Inc, trading as Vicsport
 |

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| **Funding Stream** | **Stream 1b–** [**Sector Capability Building Funding**](#_Stream_2_-) **– Regional Sports Assemblies and Regional Sport Victoria** |
| **Organisations** | * Regional Sports Assembliesas listed [here](https://sport.vic.gov.au/our-sector/regional-sports-assemblies).
* Regional Sport Victoria Inc
 |

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| **Funding Stream** | **Stream 2 Inclusive Participation Project Funding and Stream 3 – Workforce Development Project Funding** |
| **Organisations** | * State Sporting Associations as listed [here](https://sport.vic.gov.au/our-sector/state-sporting-associations)
* **excluding** any organisations receiving funding through the Foundation Funding stream of Round 1 of *Together More Active 2023-27*
* State Sport and Active Recreation Bodiesas listed [here](https://sport.vic.gov.au/our-sector/state-sport-and-active-recreation-bodies)
* **excluding** any organisations receiving funding through the Foundation Funding stream of Round 1 of *Together More Active 2023-27*
	+ **excluding** Disability Sport and Recreation
* Victorian Regional Academies of Sportas listed [here](https://sport.vic.gov.au/our-sector/victorian-institute-of-sport-and-regional-academies-of-sport)
 |

Organisations that are eligible and apply for Stream 1a Sector Capability Building or Stream 1b Sector Capability Building – Regional Sports Assemblies and Regional Sport Victoria may also separately assist, in the capacity of project partner to another applicant organisation seeking Stream 2 – [Inclusive Participation](#_Stream_3_–) Project Funding or Stream 3 - [Workforce Development](#_Stream_4_–) Project Funding.

Organisations should contact their SRV Relationship Manager or Sector Service team if unsure of their organisation’s category or eligibility.

# **Stream 1a - Sector Capability Building Funding**

**Overview**

Sector Capability Building Funding will prioritise initiatives that support the capability of the sport and active recreation sector to create safe, welcoming and inclusive environments and increase inclusive participation opportunities.

Sector Capability Building Funding is available for 2 years and will be allocated based on each application’s reach, sustainability and alignment with [*Active Victoria 2022-26*](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation). It will support projects that:

* increase equity, inclusiveness and diversity
* strengthen integrity, safety, governance and leadership
* develop the workforce, including volunteers
* boost club development and capability
* meet growing and unmet demand in outdoor recreation or active recreation.

Initiatives funded under Sector Capability Building Funding will:

* be aligned with Universal Design principles
* demonstrate a community engagement approach to program design and delivery, which may include a co-design approach that embeds involvement of people with diverse lived experience
* deliver sustainable participation opportunities
* include an evaluation framework for program initiatives
* be promoted on Access for All Abilities (AAA Play), where relevant.

Organisations are encouraged to apply for funding for initiatives that demonstrate support for targeted groups in both playing and non-playing roles.

Projects that might be funded under this stream may include, but are not limited to:

* development and implementation of resources to support the sector to implement inclusive practices, including the development of Inclusion Action Plans, Gender Equity Action Plans, Reconciliation Action Plans and Anti-discrimination/Racism strategies
* targeted and bespoke projects to increase the participation of targeted groups in all areas of sport and active recreation and develop welcoming and inclusive practices in club or mainstream settings
* infrastructure activation plans that include programs and initiatives to support participation of targeted groups
* initiatives that support the sector to adhere with the Victorian Government’s Fair Play Code or National Integrity Framework policies
* initiatives that support clubs, leagues and associations to implement the Child Safe Standards, or equitable participation at the grassroots level
* projects that strengthen governance practices within the sector, including club health checks, inclusion and accessibility checklists and strategic and financial planning
* providing opportunities for state-wide training and collaboration across the sport and active recreation sector, or training to other sectors
* strategies to support volunteer recruitment and retention, including diverse representation
* implementation of the Fair Access Policy Roadmap.

**Assessment Criteria**

* Organisations eligible for this funding stream may submit only one application that outlines key projects and areas of focus for the next 2 years and the funding required for each component.

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| **Assessment Criteria** | **Weighting** | **Description** |
| **Quality of application**  | 15% | Quality of detail in application addressing:* what is being delivered
* the need being addressed
* the objectives and expected outcomes
* key milestones and time frames
* detail of any anticipated risks
* budget breakdown, including any co‑contribution
 |
| **Alignment with Together More Active 2023-27,** [***Active Victoria 2022-26***](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation) **and Strategic Plan**  | 15% | The proposed initiative demonstrates alignment with the Together More Active 2023-27 objectives and outcomes, key priority areas identified in[*Active Victoria 2022-26*](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation)*,* in particular a priority to projects that develop the workforce, including volunteers, and is clearly identified in the organisation’s strategic plan. |
| **Reach and value**  | 20% | Applications will be assessed on the level of funding requested against the project scope and outcomes.Where relevant, applications should include the total number of participants and/or organisations that will engage in the program and the location(s) that will benefit most from the proposed initiative or strategies. |
| **Sustainability** | 15% | How will the project result in an ongoing program or activity, independent of further government funding? |
| **Equity and Inclusion**  | 25% | Extent to which the application demonstrates a commitment to equity and inclusion priorities, which are embedded through the initiatives. Examples may include (but are not limited to):* the adoption of universal design principles
* targeted approaches for targeted groups
* co-design initiative/s with targeted groups
* strategy and policy development
* Reconciliation Action Plan
* Gender Equity Plan
* Inclusion Action Plan
* Anti-racism plan/initiatives
 |
| **Past Performance**  | 10% | The organisation can demonstrate an ability to deliver the work proposed, with consideration of past performance, including meeting reporting deadlines and complying with conditions of funding. |

# **Stream 1b - Sector Capability Building Funding – Regional Sports Assemblies and Regional Sport Victoria**

**Overview**

Sector Capability Building Funding – Regional Sports Assemblies and Regional Sport Victoria will prioritise initiatives that support the capability of the sport and active recreation sector to create safe, welcoming and inclusive environments and increase inclusive participation opportunities.

Sector Capability Building Funding – Regional Sports Assemblies and Regional Sport Victoria is available for 2 years and will be allocated based on each application’s reach, sustainability and alignment with [*Active Victoria 2022-26*](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation). It will support projects that:

* increase equity, inclusiveness and diversity
* strengthen integrity, safety, governance and leadership
* develop the workforce, including volunteers
* boost club development and capability
* meet growing and unmet demand in outdoor recreation or active recreation.

Initiatives funded under Sector Capability Building Funding – Regional Sports Assemblies and Reginal Sport Victoria will:

* be aligned with Universal Design principles
* demonstrate a community engagement approach to program design and delivery, which may include a co-design approach that embeds involvement of people with diverse lived experience
* deliver sustainable participation opportunities
* include an evaluation framework for program initiatives
* be promoted on Access for All Abilities (AAA Play), where relevant.

Organisations are encouraged to apply for funding for initiatives that demonstrate support for targeted groups in both playing and non-playing roles.

Projects that might be funded under this stream may include, but are not limited to:

* development and implementation of resources to support the sector to implement inclusive practices, including the development of Inclusion Action Plans, Gender Equity Action Plans, Reconciliation Action Plans and Anti-discrimination/Racism strategies
* targeted and bespoke projects to increase the participation of targeted groups in all areas of sport and active recreation and develop welcoming and inclusive practices in club or mainstream settings
* infrastructure activation plans that include programs and initiatives to support participation of targeted groups
* initiatives that support the sector to adhere with the Victorian Government’s Fair Play Code or National Integrity Framework policies
* initiatives that support clubs, leagues and associations to implement the Child Safe Standards, or equitable participation at the grassroots level
* projects that strengthen governance practices within the sector, including club health checks, inclusion and accessibility checklists or audits and strategic and financial planning
* providing opportunities for state-wide training and collaboration across the sport and active recreation sector, or training to other sectors
* strategies to support volunteer recruitment and retention, including diverse representation
* implementation of the Fair Access Policy Roadmap.

**Assessment Criteria**

* Organisations eligible for this funding stream may submit only one application that outlines key projects and areas of focus for the next 2 years and the funding required for each component.

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| **Assessment Criteria** | **Weighting** | **Description** |
| **Quality of application**  | 15% | Quality of detail in application addressing:* what is being delivered
* the need being addressed
* the objectives and expected outcomes
* detail of partnerships and engagement with key stakeholders in program design and delivery
* key milestones and time frames
* detail of any anticipated risks and mitigation strategies
* detailed budget breakdown, including any co‑contribution
 |
| **Alignment with Together More Active 2023-27,** [***Active Victoria 2022-26***](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation) **and Strategic Plan**  | 10% | The proposed initiative demonstrates alignment with the Together More Active 2023-27 objectives and outcomes, key priority areas identified in[*Active Victoria 2022-26*](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation), in particular prioritising projects that develop the workforce, including volunteers, and is clearly identified in the organisation’s strategic plan. |
| **Reach and value**  | 15% | Applications will be assessed on the level of funding requested against the project scope and outcomes.Where relevant, applications should include the total number of participants and/or organisations that will engage in the program and the location(s) that will benefit most from the proposed initiative or strategies |
| **Sustainability** | 15% | How will the project result in an ongoing program or activity, independent of further government funding?How will the project’s operations and/or outcomes be sustained or leveraged beyond the life of the project?What initiatives has your organisation put in place to enhance its financial sustainability? |
| **Equity and Inclusion**  | 25% | Extent to which the application demonstrates a commitment to equity and inclusion priorities, which are embedded through the initiatives. Examples may include (but are not limited to):* the adoption of universal design principles
* targeted approaches for targeted groups
* co-design initiative/s with targeted groups, which may include an Aboriginal Self‑Determination approach to improve outcomes for projects targeting First Nations Victorians.
* Strategy and policy development
* Reconciliation Action Plan
* Gender Equity Plan
* Inclusion Action Plan
* Anti-racism plan/initiatives
 |
| **Past Performance and Prior Funding** | 20% | The organisation can demonstrate an ability to deliver the work proposed.The quality of the organisation’s reporting and performance in the delivery of projects against the Performance Impact Framework.Compliance with conditions of funding, including meeting reporting deadlines and being an engaged and active member of RSV. |
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# **Stream 2 – Inclusive Participation Project Funding**

**Overview**

This funding stream has additional collaboration and partnership requirements (as set out below) under which applicants must engage a minimum of 2 other organisations as project partners.

Inclusive Participation Project Funding supports the development and delivery of programs that encourage inclusive participation for targeted groups.

Inclusive Participation Project Funding of up to $50,000 per annum is available for 2 years. Applications that increase the participation in sport and active recreation of First Nations people in both on and off field roles will be prioritised.

**Inclusive Participation Project Funding will support initiatives that**

* can clearly demonstrate in their application that the project aims to increase equitable and inclusive practices for targeted groups, and:
	+ utilises a co-design approach that embeds involvement of people with diverse lived experience throughout the lifecycle of the project
	+ tests innovative and new concepts or scale up existing projects with demonstrated success
	+ demonstrates sustainable changes to improve participation for targeted groups
	+ builds social cohesion and community connectedness through cultural awareness and initiatives which celebrate diversity and inclusion
	+ addresses discrimination for example, racism, homophobia, transphobia, rigid gender stereotypes, and ageism
	+ influence positive behaviours and attitudes towards targeted groups
	+ applies an intersectional lens.

**Funding will be provided to projects whose themes and scope prioritise one or more of the targeted population groups below:**

* First Nations Victorians (prioritised)
* People with Disability
* Gender Diverse People
* Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/Questioning and Asexual. (LGBTQIA+) People
* Culturally & Linguistically Diverse People (CALD)
* Multifaith Communities
* Low-income earners
* People living in rural and regional areas
* Women and Girls
* Young people not engaged in education or employment
* Older Adults

**Projects that might be funded under this stream may include, but are not limited to:**

* Place-based approaches, in which the applicant works with local and specialist partners to connect and coordinate support for inclusive participation opportunities for targeted groups, for example First Nations partnerships and self-determination projects, sporting programs and carnivals with a focus on people with disability
* Delivery of policy or programs that support the participation of people that require modifications, for example development of inclusive uniform policy, or program requiring modified equipment
* Accessible social programs that make sport or active recreation activities fun and flexible for targeted groups (informal sport or non-structured activities)
* Leadership or mentoring programs that support inclusive participation of targeted groups, focusing on boards, committees, coaching, officiating and administration roles
* Increasing the skills, knowledge and expertise of coaches and support staff (which may include engaging with expertise outside of the sport sector) to create safe, welcoming and inclusive sport and active recreation environments for targeted groups
* Developing a community education and awareness campaign to promote successful case studies and promote participation opportunities for targeted groups
* Organisations working together to fund a single resource or position that can be shared to deliver a project that will benefit multiple organisations and affiliated networks.

**Collaboration and partnerships**

Applications under this funding stream include a requirement to partner with a minimum of 2 other organisations for their nominated projects. These other organisations can be other third parties who are ineligible for this Program.

This requirement encourages collaboration across the sector and enables funding across varied partnerships, activity types and geographic locations (local and state-wide initiatives). Evidence shows working with other expert organisations and people with diverse lived experience enhances the design and impact of initiatives.

Eligible applicants applying for this funding stream are strongly encouraged to source their partners from the following types of organisations: Aboriginal Community Controlled Organisations, local councils, community health organisations or health services, other specialist community organisations (for example, CALD or disability), higher education providers, schools, clubs, leagues, and competition associations.

Organisations ineligible to apply to this Program but interested in being involved in the Program should contact recognised organisations directly via details listed on our [website](https://sport.vic.gov.au/our-sector) or the Department via email sportprograms@sport.vic.gov.au.

**Assessment Criteria**

* Organisations eligible for this funding may submit 1 application under each of the Inclusive Participation Project Funding and Workforce Development Project Funding streams (total of a maximum of 2 applications).
* Organisations receiving funding through the Foundation Funding stream of Round 1 of Together More Active 2023-27 are not eligible to apply for projects under this Stream.
* Organisations that apply for a project may partner with other lead organisations in the delivery of projects under this Stream.
* Organisations receiving funding through the Foundation Funding stream of Round 1 of Together More Active 2023-27 may also partner with other lead organisations in the delivery of projects under this Stream.

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| **Assessment Criteria** | **Weighting** | **Description** |
| **The quality of the application, extent to which it aligns with the organisation’s strategic plan,** [***Active Victoria 2022-26***](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation) **and the Together More Active 2023-27 program objectives and outcomes** | 25% | Quality of detail in application addressing:* what is being delivered
* the need, supported by sound data and/or research
* how the initiative supports inclusion on and off the field for targeted groups
* the program objectives and expected outcomes
* detail of any anticipated risks
* budget breakdown, including any co‑contribution
* resourcing to deliver the project
* a detailed project plan for 2 years, including key milestones and time frames.

The proposed initiative demonstrates alignment with the Together More Active 2023-27 objectives and outcomes, key priority areas identified in[*Active Victoria 2022-26*](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation), in particular a priority to projects that develop the workforce, including volunteers, and is clearly identified in the organisation’s strategic plan. |
| **The extent to which the project could meet collaboration and co-design program outcomes**  | 20% | Clearly articulates:* collaborating partners and their roles and responsibilities as part of the project design
* co-design in planning, design, implementation and evaluation
* engagement with partners that bring expertise from outside of the sport and active recreation sector
* appropriate organisational commitment from partner/s, collaborators or demonstrated support from other organisations, for example Local councils, community health organisations, universities etc.
* How the project assists DJSIR to test varied collaborative relationships and activities.
 |
| **First Nations Victorians** | 10% | If the project is aimed at increasing the participation in sport and active recreation of First Nations people in both on and off field roles, how will an Aboriginal self-determined approach be incorporated? |
| **Intersectionality**  | 10% | The extent to which the application demonstrates a commitment to intersectional approaches, which are embedded through the initiatives.  |
| **Innovation**  | 10% | Does the project test innovative and new concepts or scale up existing projects with demonstrated success. For example:* place-based approaches
* unstructured and social sport
* innovative pathways into club networks.
 |
| **Sustainability** | 20% | Does the project result in an ongoing program, improvement, or activity, independent of further government funding or an organisational policy, process, strategy and/or plan to embed equity and inclusion beyond the project. |
| **Past Performance**  | 5% | Can the organisation demonstrate an ability to deliver the work proposed, with consideration of past performance, including meeting reporting deadlines and complying with conditions of funding. |

# **Stream 3 – Workforce Development Project Funding**

**Overview**

Workforce Development Project Funding will support the development and delivery of programs and initiatives that build an inclusive and diverse workforce, and its capability by recruiting, engaging, supporting, and retaining both volunteers and paid staff.

Workforce Development Project Funding of up to $40,000 per annum is available for 2 years, with co-applications that include shared services and/or knowledge sharing between 2 or more recognised organisations being prioritised.

Funding requested **must** be matched by the organisation(s). Applications that do not include a matched co-contribution will be deemed ineligible.

**Workforce Development Project Funding will support initiatives that:**

* develop the capability of paid staff, coaches, officials and volunteers
* attract new, and recognise and reward existing volunteers
* increase diversity within the workforce, including participation in non-playing roles by targeted groups
* support the workforce to deliver inclusive participation opportunities to targeted groups and create welcoming and safe environments
* upskill the workforce to deliver social and more flexible participation opportunities that cater to people with disability, or people with different sporting experience, interests and abilities (for example from CALD or LGBTQIA+ communities)
* encourage a structured, strategic, and evidence-based approach to workforce planning and development.

**Projects that might be funded under this stream may include, but are not limited to:**

* the delivery of training to support coaches to deliver participation opportunities for people with disability
* development of position descriptions, recruitment packs, retention strategies and succession planning procedures for volunteers and clubs
* subsidisation of official and coaching accreditation courses to increase the participation of targeted groups
* mentoring programs that support the retention of staff in the sector
* workforce data collection, including roles, levels of qualification, duration of service, demographics and population growth, to assist future planning
* partnerships with tertiary institutions encouraging student placements at community clubs
* providing opportunities for state-wide training and collaboration across the sport and active recreation sector, or training to other sectors
* embedding equity and inclusion outcomes in workforce training, employment, and recruitment strategies.

**Assessment Criteria**

* Organisations eligible for this funding stream may submit 1 application under each of the Inclusive Participation Project Funding and Workforce Development Project Funding streams (total of a maximum of 2 applications).
* Organisations receiving funding through the Foundation Funding stream of Round 1 of Together More Active 2023-27 are not eligible to apply for projects under this Stream.

|  |  |  |
| --- | --- | --- |
| **Assessment Criteria** | **Weighting** | **Description** |
| **Quality of application**  | 20% | Quality of detail in application addressing:* what is being delivered
* the need being addressed
* the objectives and expected outcomes
* key milestones and timeframes
* detail of any anticipated risks
* budget breakdown, including confirmation of organisation’(s) co‑contribution
 |
| **Alignment with Together More Active 2023-27,** [***Active Victoria 2022-26***](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation) **and Strategic Plan**  | 15% | The proposed initiative demonstrates alignment with the Together More Active 2023-27 objectives and outcomes, key priority areas identified in[*Active Victoria 2022-26*](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation), in particular a priority to projects that develop the workforce, including volunteers, and is clearly identified in the organisation’s strategic plan. |
| **Reach and value**  | 20% | Applications will be assessed on the level of funding requested against the project scope and outcomes.Where relevant, applications should include the total number of participants and/or organisations that will engage in the program and the location(s) that will benefit most from the proposed initiative or strategies |
| **Partnerships** | 10% | Does the application identify opportunities for shared services and/or knowledge sharing across the sector?Does the application include a partnership between 2 or more recognised organisations? |
| **Equity and Inclusion**  | 25% | Extent to which the application demonstrates a commitment to equity and inclusion priorities, which are embedded through the initiatives. Examples may include (but are not limited to):* the adoption of universal design principles
* targeted approaches for targeted groups
* co-design initiative/s with targeted groups
* Strategy and policy development
* Reconciliation Action Plan
* Gender Equity Action Plan
* Inclusion Action Plan
* Anti-racism plan/initiatives
 |
| **Past Performance**  | 10% | The organisation can demonstrate an ability to deliver the work proposed, with consideration of past performance, including meeting reporting deadlines and complying with conditions of funding. |

# **What will not be funded**

*Together More Active* Program fundingwill not fund:

* the general running costs of an organisation (for example day to day expenses such as rent, gas, electricity, and insurance costs)
* sport and active recreation organisations not recognised by SRV
* uniforms, hospitality, monetary prizes, trophies, capital works, equipment (unless modified), events, facilities or capital works, the staging of state, national or international championships, preparation of teams for state, national or international championships, sports science testing or travel to state, national or international competitions
* Projects that received funding for identical (or like) projects or costs through the:
	+ *All Abilities Workforce and Sector Support Program 2024-27*
	+ *Strengthening Regional Community Sport 2024 to 2027*
	+ *Sustainable Volunteer Workforce Program 2024 to 2027*
* Organisations that are named in the National Redress Scheme for Institutional Child Sexual Abuse on its list of [Institutions that have not joined or signified their intent to join the Scheme](https://www.nationalredress.gov.au/institutions/institutions-have-not-yet-joined).

# **Assessment process**

The application process is expected to be highly competitive. It is recommended that organisations discuss applications with their SRV Relationship Manager or Sector Service team as early as possible in the application period.

Assessment of applications will follow the below process:

1. A check of the organisation’s details and eligibility against the criteria outlined in these guidelines.
2. An assessment of the application for funding by an assessment panel comprised of Departmental staff. Applications will be assessed against each of the assessment criteria listed at [sections 5-7](#_Stream_1_-).
3. All supplementary attachments and information provided as part of the application, delivery of previously funded projects and funding received under other Victorian Government programs will be taken into consideration during the assessment process.
4. Financial risk assessments and other due diligence checks may be undertaken, and outcomes considered as part of the recommendation.
5. A moderation panel will take into consideration scored panel assessments, outcomes of financial risk assessments and other due diligence checks, the overall risk profile of projects, the overall variety of projects as aligned with the Program’s objective and outcomes and will make final recommendations of applications.
6. Recommendations will be submitted to the Minister for Community Sport for consideration and approval.

**10.1 Competitive Applications will:**

* demonstrate alignment with the organisation’s strategic plan and the strategic priorities of [*Active Victoria 2022-26*](https://sport.vic.gov.au/publications-and-resources/strategies/active-victoria-strategic-framework-sport-and-recreation)
* deliver effective, measurable and sustainable outcomes
* clearly articulate what the project will include and deliver
* demonstrate a compelling rationale, sound evidence base or a commitment to build an evidence base, achievable timelines and value for money
* increase equity, inclusiveness and diversity
* demonstrate a community engagement approach to program design and delivery, which may include a co-design approach that embeds involvement of people with diverse lived experience
* include key performance indicators and/or an evaluation framework for program initiatives.

**10.2 Applicant checks**

Applicants may be subject to due diligence assessments to enable the Department to assess financial and other non-financial risks associated with the application. Outcomes from such assessments may be taken into account in any decision to recommend or award a grant and in contracting with successful applicants.

The Department may, at any time, remove an applicant from the application and assessment process, if in the Department’s opinion, association with the applicant may bring the Department, a minister, or the State of Victoria into disrepute.

**10.3 Financial risk assessment**

Please note, the applicant will be advised if a financial risk assessment is going to be undertaken. This requires at a minimum, the provision of the following:

Audited Financial Reports for the last three financial years. This should be the ‘final accounts’ with Directors’ Report and Declaration and should include Profit and Loss Statement, Balance Sheet, Cash Flows, and notes to the accounts. If accounts are not audited, unaudited accounts from an Accountant will be accepted.

If the latest financial report is more than six months old, up-to-date Management or Interim Accounts for the current year including Profit and Loss Statement and Balance Sheet, and, in the case of public listed corporations, a half yearly financial report.

The company’s financial projections for the next three financial years, including Profit and Loss and Cash Flow.

An attestation of whether the applicant is or has been the subject of any investigations by the State Revenue Office (SRO) and/or Australian Taxation Office (ATO).

# **How to apply**

**Step 1: Check your eligibility**

Check the detailed information contained in these guidelines to see if your organisation and proposed project would be eligible. Other important information can be found on the [Sport and Recreation Victoria website](https://sport.vic.gov.au/funding/together-more-active).

**Step 2: Attend the information session(s) hosted by SRV**

The application process is expected to be highly competitive. It is strongly encouraged that organisations attend any online information session(s) hosted by the Department. These information sessions will provide an opportunity to hear about the grant Program in detail and ask questions before applying.

**Step 3: Contact your relationship manager or SRV**

It is highly encouraged that organisations discuss proposed applications with their SRV Relationship Manager or Sector Service team as early as possible in the application period.

**Step 4: Prepare your application**

The applicant must complete and submit an online application form and supporting documentation as follows:

Insurance policy including child abuse coverage (mandatory if applicable, see [section 2](#_Who_can_apply?) and [section 12.6](#_Services_to_Children) for further information about projects requiring this insurance)

**Step 5: Apply online**

Recognised organisations will receive an email detailing the application process. This will include a link to apply through the Grants Online portal.

Please ensure you have the information required on hand, including all relevant documentation, and click on ‘Start new application’ to submit your application through Grants Online. You will receive an Application Number when you apply online. Please quote your Application Number in all correspondence about your application.

**Uploading Attachments**

Documents can be attached to your online application in acceptable file types (for example Word, Excel, PDF, or JPEG). Maximum file size must not exceed 10MB.

When submitting your application online check carefully to ensure all your attachments have been uploaded.

**General submission of application rules**

On submission of an application, the applicant accepts, and agrees to be bound by, the terms and conditions of this Program as set out in these guidelines, the Program application form and grant application attestation and declaration.

All applications must be submitted by an authorised representative from the applicant organisation.

Applications submitted by third-party grant writers will not be accepted.

**Program funding timelines**

| * **Milestone**
 | * **Date**
 |
| --- | --- |
| * Applications open
 | * 27 November 2024
 |
| * Applications close
 | * 29 January 2025
 |
| * All applicants notified of outcome
 | * May 2025
 |
| * Commencement of project delivery
 | * July 2025 / upon execution of agreement
 |

# **Conditions of funding**

## Letters of offer and grant agreements

Applicants recommended for funding will be issued a letter of offer and invited to enter into a legally binding grant agreement with the Department. The grant agreement details all funding obligations and conditions. An offer of funding is not binding on the Department unless and until both the Department and the successful applicant execute the grant agreement.

Projects must not commence until a grant agreement has been duly executed by both the Department and the successful applicant.

Once a grant agreement has been executed, the successful applicant will be required to commence the project within the agreed timeframe set out in the grant agreement. If a successful applicant does not commence the project by the commencement date, the Department has at its absolute discretion the option of terminating the agreement.

Grant agreements will include reference to the following requirements:

If funded to deliver services to children, the grant recipient must be an incorporated legal entity that can be sued in child abuse proceedings and be appropriately insured against child abuse.

Grant funds must be spent on the activity as described in the application. Any proposed variation to the approved activity must be submitted to the Department for approval prior to implementation.

In relation to project partners, grant recipients must:

* + undertake appropriate due diligence in identifying project partners and monitor delivery of any element of the project that is performed by a project partner; and
	+ ensure all project partners adhere to the standards established by the terms and conditions set out in their grant agreement.

Grant recipients must participate in data collection to ensure project outcomes, including levels of diversity, are measured at baseline and over course of project implementation.

Grant recipients must have, or develop in consultation with SRV, an Inclusion Action Plan, Gender Equity Action Plan and Reconciliation Action Plan by 30 June 2027.

Grant recipients must collaborate and share knowledge with the Department and sector regarding shared outcomes and evaluation frameworks.

## Post-project evaluation

As a condition of funding, grant recipients will be required to participate in the Department’s performance monitoring and evaluation activities this may include completion of evaluation surveys.

The evaluation surveys may be required for up to 24 months following the completion of the Program. This is a non-negotiable requirement for applicants to the Program. Non-compliance could impact future applications to the Department’s programs.

Successful program outcomes may be used in program evaluation reviews and Department marketing material.

## Acknowledging the Government’s support and promoting success

The Department requires grant recipients to acknowledge the Victorian Government’s support on marketing and promotional materials, which must be approved in advance by the Department. Acknowledgement of the Victorian Government’s support in marketing and promotional material will depend on the grant given and should be specified in the grant agreement, e.g., required representation on channels or collateral such as websites, signage, advertisements, and brochures. The Department will supply the grant recipient with a logo suite and associated brand guidelines, as well as a guide on how to acknowledge government support, for the purposes of acknowledgment.

Grant recipients must obtain written approval from the Department before making public announcements about receiving the grant.

The Department may publicise the benefits accruing to a grant recipient associated with the grant and the State’s support for the project, and recipients must cooperate with the Department in promoting the Program. These requirements are currently outlined in the Grant Agreement. The Department may include the name of the grant recipient and the amount of funding granted in any publicity material and in the Department’s annual report.

For full details and logos, download the [Acknowledgement and publicity guidelines for Sport and Recreation Victoria grant recipients](https://sport.vic.gov.au/resources/acknowledgment-and-publicity-guidelines-for-sport-and-recreation-victoria-grant-recipients).

## Tax advice

Taxation implications for grant applicants may differ depending on individual circumstances. The Department recommends applicants seek independent tax advice.

## Grants and GST

If GST is found to be payable in relation to a grant payment made in connection with this Program, the subject payment will be increased by an amount equal to any GST payable with respect to the taxable supply for which payment is made provided that with the claim for payment, the supplier submits a tax invoice, unless the parties have agreed in writing to have issued a recipient created tax invoice.

## Services to Children

If your proposal is targeted specifically at and/or includes engagement activities which are to be delivered directly to children or young people (under the age of 18), the following will apply:

1. In accordance with the Victorian Funding Guideline for Services to Children, applicants must:
	1. be incorporated as a separate legal entity.
	2. hold appropriate insurance against child abuse.
2. In accordance with the Child Safe Standards (CSS), applicants must:
	1. provide evidence of current Working with Children Checks and any other relevant screening checks conducted on staff who intend to participate in engagement activities delivered directly to children or young people, and
		1. for applicants that are relevant entities under Schedule 1 of the *Child Wellbeing and Safety Act 2005* and required to comply with the CSS – provide evidence of adherence to the CSS, such as any child abuse prevention policies or procedures, Child Safe statement, code of conduct or similar instrument.
		2. for applicants that are not relevant entities under Schedule 1 of the *Child Wellbeing and Safety Act 2005* and not required to comply with the CSS – commit to the CSS and the Department’s Child Safe-related policies and procedures during the course of the funded activity.
3. In accordance with the National Redress Scheme (NRS), applicants must provide evidence of having joined, or an intention to join, the NRS (where applicable).

Please note, applicants that are required to participate in the NRS but are unable to do so will not be eligible for funding.

Further information:

Child Safe Standards: [CCYP | The 11 Child Safe Standards](https://ccyp.vic.gov.au/child-safe-standards/the-11-child-safe-standards/)

Victorian Funding Guideline for Services to Children: [Organisations providing services to children - new funding requirements | Department of Justice and Community Safety Victoria](https://www.justice.vic.gov.au/safer-communities/protecting-children-and-families/organisations-providing-services-to-children-new)

National Redress Scheme: [Home | National Redress Scheme](https://www.nationalredress.gov.au/)

## Compliance and audit

Applicants will be subject to audit by the Victorian Government or its representatives and may be required to produce evidence of how the grant funding was expended at the request of the Victorian Government for a period of 4 years after the grant has been approved.

If any information in the application is found to be false or misleading, or grants are not applied for the purposes of the organisation in accordance with the terms of funding as set out in these guidelines and the application, the grant will be repayable on demand.

## Privacy

Any personal information provided for this Program will be collected and used by the Department for the purposes of assessing eligibility, program administration, program review and evaluation.

The Department completes a range of eligibility assessments that may include data matching to clarify the accuracy and quality of information supplied. This is part of our auditing and monitoring processes and for confirming eligibility across this Program.

In the assessment of an application for the Program, it may be necessary to share personal information with State and Commonwealth Government departments and agencies, as well as other external experts. If personal information about a third party is included in the application, the applicant must ensure the third party is aware of and consents to the contents of this privacy statement.

The Department collects demographic information for economic reporting purposes. No personal information is used in reporting; all reports are presented with aggregated data.

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 or correction to your personal information, can be emailed to sportprograms@sport.vic.gov.au.

Other concerns regarding the privacy of personal information, can be emailed to the Department’s Privacy Unit at privacy@ecodev.vic.gov.au. The Department’s privacy policy is also available by emailing the Department’s Privacy Unit.

# **Terms of applying**

## Probity and Decision-making

The Victorian Government makes every effort to ensure the grant application and assessment process is fair and undertaken in line with the published program guidelines.

Decisions in recommending and awarding grant funding under this Program are at the Minister’s and Department’s discretion. This includes not making any funding available or approving a lesser amount than that applied for.

These guidelines and application terms may be changed from time to time, as appropriate.

The Department may request the applicant provide further information should it be necessary to assess an application to the Program’s policy objectives.

## Conflicts of interest

A conflict of interest arises where a person makes a decision or exercises a power in a way that may be, or may be perceived to be, influenced by either material personal interests (financial or non-financial) or material personal associations. A conflict of interest may arise where a grant applicant:

Has a professional, commercial, or personal relationship with a party who is able to, or may be perceived to, influence the application assessment process, such as a Victorian Government staff member, or

Has a relationship with, or interest in, an organisation which is likely to interfere with or restrict the applicant from carrying out the proposed activities fairly and independently.

Applicants must advise the Department of any actual, potential, or perceived conflicts of interest relating to a project for which it has applied for funding.

Victorian Government staff are required to act in accord with the Code of Conduct for Victorian Public Sector Employees (Section 61) issued under the *Public Administration Act 2004* (Vic). This includes an obligation to avoid conflicts of interest wherever possible and declare and manage any conflicts of interest that cannot be avoided.

# **Resources and additional information**

## Support for applications

For further information on this grant program please visit [SRV website](https://sport.vic.gov.au/funding/together-more-active) or email sportprograms@sport.vic.gov.au.

# **Complaints or Feedback**

## Feedback

Applicants may request feedback on their unsuccessful application by directing their request in writing to the program team sportprograms@sport.vic.gov.au.

## Complaints

If an applicant wants to lodge a complaint about the process for a grant application, requests can be made to the Department by sending a written request to sportprograms@sport.vic.gov.au.

Requests can be made in relation to any of the following:

* dissatisfaction with the process and/or timeliness of the process
* communication provided by the Department or
* adherence to the published program guidelines.

The Department aims to respond to all complaints within 28 days.

Re-assessment of an application or overturning of a funding decision for a merit-based grant, will not be considered through the complaints process.

# **Appendix 1: Glossary**

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

**Innovative participation**

The COVID-19 pandemic impacted Victorians’ participation in organised sport and active recreation. Evidence indications some communities, eg people with disability are more hesitant than others 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 a 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.

**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 *Together More Active* Programaims to support marginalised populations by applying an intersectional approach, creating a more equitable, diverse and inclusive sport and recreation sector for everyone.

**Inclusion, gender or reconciliation action plans,**

Applicants applying for *Together More Active* Program funding will either have or develop action plans or equivalent written strategic policy outlining commitment to inclusion of Aboriginal Victorians, women and girls, and gender diverse people, people with disability and other targeted groups with additional barriers to participation by 30 June 2027.

Foundation Funding can be used to develop these action plans.

**Universal design**

Universal design is a design philosophy that ensures that projects, 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 on the SRV [website](https://sport.vic.gov.au/resources/universal-design).

**Workforce**

The delivery of sport and active 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.

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

# **Appendix 2: What can I apply for?**

**Peak Bodies**

**Vicsport, Outdoors Victoria and Aquatics and Recreation Victoria** can apply under the Sector Capability Building funding stream only.

Organisations that apply under the Sector Capability Building funding stream may partner with organisations applying under the Inclusive Participation and Workforce Development project funding streams but cannot directly apply themselves.

**Regional Sports Assemblies and Regional Sport Victoria**

**Regional Sports Assemblies and Regional Sport Victoria** can apply under the Sector Capability Building Regional Sports Assemblies and Regional Sport Victoria stream only.

Organisations that apply under the Sector Capability Building Regional Sports Assemblies and Regional Sport Victoria stream may partner with organisations applying under the Inclusive Participation and Workforce Development project funding streams but cannot directly apply themselves.

**State Sporting Associations**

**Category 4 State Sporting Associations** can apply for funding under the Inclusive Participation and Workforce Development project funding streams only.

**Category 1, 2 and 3 State Sporting Associations** can apply for funding under theInclusive Participation and Workforce Development project funding streams, except those organisations receiving funding through the Foundation Funding stream of Round 1 of *Together More Active 2023-27*.

Organisations that are currently receiving funding through the Foundation funding stream may partner with organisations applying under the Inclusive Participation and Workforce Development project funding streams but cannot directly apply themselves.

If you are unsure of your organisation’s category, please contact your Sport and Recreation Victoria Relationship Manager.

**State Sport and Active Recreation Bodies**

**State Sport and Active Recreation Bodies**, with the exception of those listed below, can apply for funding under the Inclusive Participation and Workforce Development project funding streams.

**Disability Sport and Recreation** can apply for Sector Capability Building funding stream only but may partner with organisations applying under the Inclusive Participation and Workforce Development project funding streams.

**Bushwalking Victoria, Field and Game Australia and Riding for the Disabled Association of Victoria** can only apply for funding under theInclusive Participation and Workforce Development project funding streams if they are not currently receiving funding through the Foundation funding stream

Organisations that are currently receiving funding through the Foundation funding stream may partner with organisations applying under the Inclusive Participation and Workforce Development project funding streams but cannot directly apply themselves.

**Regional Academies of Sport**

**Regional Academies of Sport** can apply for funding under the Inclusive Participation and Workforce Development project funding streams.

1. AusPlay (2021-22) [*Data tables – July 2021 to June 2022*](https://www.clearinghouseforsport.gov.au/__data/assets/excel_doc/0005/1077476/AusPlay-VIC-data-tables-31-October-2022.xlsx). [↑](#footnote-ref-2)
2. The workforce includes both paid staff and unpaid volunteers involved in the delivery of community sport and active recreation. [↑](#footnote-ref-3)