



GENDER EQUITY AND INCLUSION ACTION PLAN

Purpose:

This action plan outlines our strategies, objectives and actions for gender equity and inclusion at the Altona Junior Football Club. Our goal is to ensure that everyone at the club, regardless of gender or position, is treated fairly, has equal opportunities, is valued and feels included in our football club. The Altona Junior Football Club signed onto the Women and Girls Community Football Charter in 2025 and implementing this action plan will support maintaining this status.

Scope:

This Action Plan applies to all committee members, coaches, trainers, team managers, players, parents / guardians and other officials of AJFC.

Action Plan:

Strategy 1: Promote a club culture of respect and inclusion		
Objective	Actions	Measuring Success
1. Create a welcoming space for any person of any gender within the junior space (spectators, players, members).	1.1 Pulse check survey to capture perception of safety, feeling welcome and inclusivity.	Data collected, reported and incorporated to future planning.
	1.2 Health and well-being support contact posters are visible in change rooms and toilets.	Posters maintained and not removed.
	1.3 Gender diverse imagery is visible in the club rooms and celebrates performance.	Mount premiership photos on walls and use the TV / Scoreboards to celebrate footballers of all genders at club events.
	1.4 Social media communications are gender balanced.	Diverse representation and sensitive use of photos.

Strategy 2: Embed mindful leadership and governance practices		
Objective	Actions	Measuring Success
2. Ensure policies and procedures are gender inclusive and build committee capability to respond to gender inequity, discrimination or harassment.	2.1 Refresh Club Handbook, Code of Conduct, Coaches Handbook and Welcome Pack.	Inclusive messaging, gender-neutral language and includes consequences and/or appropriate actions.
	2.2 Train and educate leaders on gender inequality impacts and how to be an active bystander.	Increased confidence and capability to respond to gender inequity, discrimination or harassment.
3. Encourage gender diversity in Committee roles	3.1 Regular volunteer recruitment drives for new committee members and promotion of training to incentivise transition to executive roles.	Diverse committee representation and uptake among Executive roles.
Strategy 3: Ensure fair access to and maintenance of facilities		
Objective	Actions	Measuring Success
4. Ensure equal facility access with respect to changerooms, toilets and ovals for training and competition.	4.1 Apply the concepts of Universal Design and the principles of the Change Our Game Fair Access Policy .	Equitable scheduling.
5. Ensure sanitary bin access and maintenance.	5.1 Audits, spot checks on game day and scheduling of cleaners.	Sanitary bins available and maintained. Training bags equipped with sanitary products.
Strategy 4: Optimise participation and performance		
Objective	Actions	Measuring Success
6. Advance and value our females' program so they are embedded as business-as-usual at the Club.	6.1 Implement the Females Pathway Program and recruit advocates and champions to help with implementation.	Documents delivered and approved by the Committee.

	6.2 Strengthen connection to the Altona Football Club (Seniors) to facilitate building a transition pathway for female players.	Altona Football Club allocates a Female Coordinator to drive the senior program.
	6.3 Proactively scout to recruit and appoint Coaches for the female teams to instil confidence in club capability.	Coaches appointed before pre-season commences.
	6.4 Implement initiatives to attract new players and maintain existing players.	Increased number of female registrations in pre-season and no growth in mid-season drop-out rate.
8. Facilitate female access to high performance coaching to fast-track skill development.	8.1 Identify females motivated to excel in football and leverage the AFL W to connect them to 1-2 high performance coaching sessions per session.	Female footballers have the option and choice to participate in high performance skills training.

Accountability and Governance:

The Committee will be responsible for implementing the Action Plan.

Review and Compliance:

This Action Plan will be reviewed annually by the committee to check progress and ensure its effectiveness.