



Australian Sailing Update

Northern Territory Clubs Conference

20 February 2021



Agenda



DSC Committee Room – 19th February 2022

Start	Finish	Topic	Presenter
1030	1040	Welcome	Ben Callard Australian Sailing
1040	1100	Club update – 5 mins each	DSC, DBCYA, GBC
1100	1200	NT Sport and Rec. Strategic Plan, Infrastructure Plan, COVID, Grants	Sasha Dennis NT Sport and Recreation
1200	1215	Australian Sailing activities in the NT	Claire Hall Australian Sailing
1215	1330	Lunch / networking	
1330	1415	Social Media Policies	Bruce Stalder NT Football Federation
1415	1500	Creating and retaining volunteers	Susie Jones Volunteer coordinator (RQYS)
1500	1545	Australian Sailing update – AS Strategic Plan	Ben Callard Australian Sailing
1545	1615	NT Sailing Events – future planning	
1615	1700	NT Priorities and feedback	
1700	1800	Drinks / networking	

Welcome

- Check in
- Introductions
- AS Staff
- YNT





Australian Sailing Update

Northern Territory Clubs Conference

20 February 2021





Australian Sailing Update

Ben Callard – Regional Manager



Australian Sailing Update

1. Strategic Plan
2. National Integrity Framework for Sailing
3. Pathways
4. RRS 46
5. Membership and Participation Data
6. MYA deregistration
7. Insurance



Sailing 2032

The Strategic Plan
for Australian Sailing
2022-2032



Sailing 2032

The Strategic Plan for Australian Sailing 2022-2032

SAILING 2032 is the platform from which Australian Sailing and our key partners will make exciting changes to what we do, when we do it, how we do it, where we do it, and who we do it with.

Our Purpose

To grow sailing by leading, inspiring, and supporting sailors and their communities.

Our People

The future of Australian Sailing lies in our people. We will proactively attract, train, support and retain people who love Sailing and are committed to achieving our purpose.

Our Culture

Our values define our character and guide how we behave as we collectively do what is right for Sailing.

R **Respect**
We value each other's experience and knowledge

I **Integrity**
We act honestly and take responsibility

T **Teamwork**
We work as one crew to help each other perform

E **Excellence**
We exceed expectations and strive for the best

Our Strategic Focus Areas

Our drive to deliver on our strategic plan and achieve our purpose will be focused on three key strategic pillars and six strategic foundations.

OUR STRATEGIC PILLARS



SUPPORT
An enhanced Sailing delivery system delivering positive and rewarding Sailing experiences.



OUR GOALS

- » All clubs and Discover Sailing Centres access Australian Sailing programs and support to help them deliver Sailing to their communities and achieve their goals



GROW
More people on the water, in more ways, more often.



OUR GOALS

- » Sailing is safer, more visible, accessible, relevant and rewarding for all



WIN
#1 Olympic Sailing nation in the world, uniting and inspiring Australia.



OUR GOALS

- » Consistently winning multiple medals
- » Produce and retaining a pipeline of athlete and coach talent
- » Have a positive influence on retaining and growing our Sailing community

OUR STRATEGIC FOUNDATIONS



FUTURE FOCUS
Our cultural, governance and integrity, operating and financial frameworks are best practice and perfectly placed to support our organisation and Sailing's delivery system into the future.



ENVIRONMENTAL SUSTAINABILITY
With the ocean, lakes and rivers as our playground, Sailing and the environment are intrinsically connected. We play an active role in ensuring all Australians have clean and safe waterways on which to sail.



DIVERSITY AND INCLUSION
Sailing is a great way to show how diverse and inclusive we can be as a nation. We want to see Sailing reflecting our communities. Inclusive sport = inclusive communities, and Sailing is part of this.



INNOVATION
We are open to new ideas and will continually challenge our assumptions to improve the way we operate.



SAFETY
We promote a Sailing safety culture.



PARTNERSHIPS
We positively partner with all elements of the Australian Sailing community for the benefit of Sailing.

Success Indicators

We will know we are succeeding when ...



SUPPORT

- » The capacity of Australian Sailing's delivery system is enhanced by having more coaches, officials and volunteers accessing training and development opportunities.
- » Contemporary online systems are in place to assist Australian Sailing, clubs and class associations.
- » We are aware of who our participants and members are, what they want and we can communicate with them directly.
- » Real time participation and membership data is readily available.
- » Governments recognise Australian Sailing as a key maritime and sporting leader and Australian Sailing as the voice for the Sailing community.



GROW

- » By 2032 we have:
 - 300,000 participants
 - 50% female participants
 - 150,000 club members
 - 25,000 course participants per annum
- » We have year on year growth in participation programs: Tackers, Dinghy, Windsurfing, Keelboat, Powerboat, Out There Sailing (Youth) & Sea Safety and Survival.
- » There is an increasing trend in the conversion of national participation program (AS accredited training courses) participants to club members.
- » Gender equity is achieved within the sailing community.
- » There is an increasing trend in the percentage of the sailing community comprising people from culturally and linguistically diverse backgrounds and people with a disability.
- » The number of trained and supported coaches, officials and volunteers operating in clubs and Discover Sailing Centres across Australia increases.
- » Enhanced relationships are in place with media partners to connect sailing to a wider audience.
- » Sailing has a growing facility footprint, which enables greater access to sailing experiences nationally, including a growing club network.



WIN

- » We are the leading Olympic and World Championship Sailing nation.
- » We see annual increases in the number of Australian sailors competing in global pinnacle events.
- » An integrated high performance system is in place, with the holistic development of athletes and a squad-based delivery model at its core.
- » We maintain a focus on priority medal classes with scaled gradual enhancements to new development classes over the medium to long-term.
- » We have world class team coaches and a world class coaching system.
- » We have world's best athlete well-being and engagement systems in place, including a post elite career pathway.
- » Sailing is included in the Brisbane 2032 Paralympic Games.
- » Effective partnerships are in place with the Australian Institute of Sport, State and Territory Institutes and Academies, Patrons and sponsors.

Success Indicators

Foundation Projects

- » An aligned national planning framework is in place.

 - » An aligned legal, governance and operating framework is in place that optimises the success of sailing in Australia.

 - » Australian Sailing achieves in all Sport Australia Governance Standards.

 - » Sustainable and responsible annual operating budgets and stabilised collective financial reserves achieved annually.

 - » Revenue streams are diversified, demonstrating annual growth to enhance our financial sustainability.

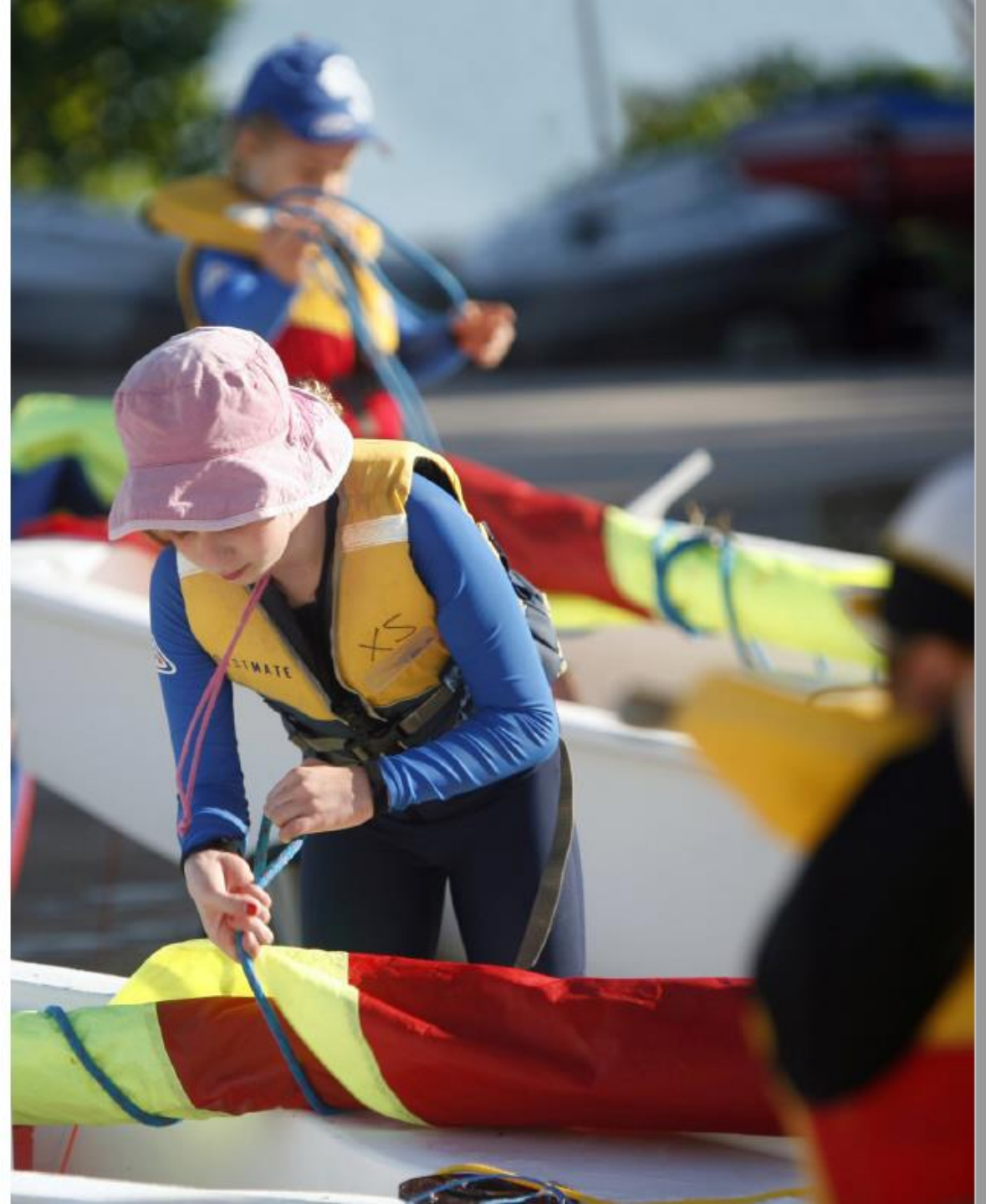
 - » The National Safety Framework is in place and implemented. The importance of Safety is understood and shared across all of Sailing.
- » The Australian Sailing brand is an understood, united, valued and purposeful; positioned to encourage the achievement of our purpose.

 - » The national Integrity Framework is in place and implemented.

 - » Australian Sailing's Environmental Action Plan is embedded into our planning and operations to minimise the impact sailing has on the environment.

 - » A whole of Sailing Diversity and Inclusion Framework is in place and implemented.

 - » We better understand what current and future stakeholders want and how this can best be delivered.



What we will do

Our Strategic Projects

To bring **SAILING 2032** to life, work needs to be done on each project, which align with a specific strategic priority area and are measured by our Success Indicators. In doing so, the successful delivery of these projects will help us achieve our purpose –

“To grow sailing by leading, inspiring, and supporting sailors and their communities.”



SUPPORT

- » **Club Support Program** – will be designed to assist Clubs to identify how they are operating in key areas, and provide them with support resources to enhance their capability and capacity to grow the sport locally.
- » **Club Surveys** – Annual club satisfaction surveys will be disseminated across the network and key improvements implemented, as required.
- » **Digital Strategy** – We will provide digital platforms, systems and tools to help all elements of the Australian Sailing community to more effectively and efficiently operate.



GROW

- » **Participation and Membership Growth Strategy** – We will implement initiatives to increase the number of people engaging in Sailing at all levels, in all roles and in all environments.
- » **Sailing Participant Pathway Framework** – We will make it easy for participants of all forms of Sailing (competitive, recreational and Para Sailing), and those who support them, to know how and where they can engage with Sailing in positive, safe and meaningful ways, for a lifetime.
- » **Coach, Instructor and Official Development Strategy** – We will develop and implement national programs to more effectively attract, train, support and retain the coach, instructor and official workforce needed for Sailing to achieve its delivery and retention targets.



WIN

- » **Australian Sailing High Performance 11-Point Plan** – We will implement, monitor and review the Australian Sailing High Performance Strategy - #nextlevel.
- » We will implement world class campaign plans and coaching and performance support teams for all AST/ASS Paris 2024 Olympic Games targeted athletes.
- » **Event Hosting Strategy** – We will secure important events in Australia in the lead up to the Brisbane 2032 Olympic Games.
- » **Paralympic Inclusion Strategy** – will be designed to advocate for the inclusion of Sailing in the Brisbane 2032 Paralympic Games.

What we will do

Foundation Projects

- » **One Sailing Strategy** – We will continue to implement the One Sailing initiative, so that Australian Sailing's governance and operating structures are considered best practice and enable Sailing to act with both speed and precision.

 - » **Culture Crew** – An internal working group, made up of cross-functional employees will focus on activating the Values & Behaviours of Australian Sailing and ensuring there are mechanisms in place to reward and recognise success.

 - » **National Safety and Integrity Framework** – We will implement a comprehensive response to emerging safety and integrity risks facing Sailing in Australia (i.e. on water safety at events, coaching or Program activities, child safeguarding, anti-doping, illicit drugs, betting, corruption, member protection, whistleblowing, etc)

 - » **People Plan** – We will ensure the Australian Sailing staffing structure and associated support systems are fit for purpose to drive the successful delivery of our Strategic Plan.
- » **Stakeholder Engagement Strategy** – We will connect with and collect insights from key elements of the Sailing community to better understand what they want and how and where Sailing can best support this.

 - » **Diversity, Inclusion and Accessibility Strategy** – We will provide the Australian Sailing community with guidance, resources and support to continue building on our strengths in the areas of diversity and inclusion, while tackling the barriers that may hinder true inclusion.

 - » **Funding Strategy** – We will review our sources and uses of funding and implement a strategy to sustainably fund our activities, with a balance of commercial revenue and government funding that leverages affiliation fee income.

 - » **Environmental Action Plan** – Develop an environmental action plan for Australian Sailing, Clubs and the sailing community.



How will we know when we get it right?

When we see more people enjoying time on the water, in more ways, more often ... we will know we've got it right!



New National Integrity Framework for Sailing

- Sport Integrity Australia (SIA):
 - cornerstone of the Government's comprehensive sport integrity strategy.
 - Launched in March 2021
 - National sport organisations have been asked to adopt the Framework by April 2022.
- Australian Sailing has commenced work to adopt the framework of policies provided by Sport Integrity Australia.
- One of the key objectives of the National Integrity Framework is to have a single framework for all levels of sailing.
- Adoption will mean that the Policies apply to all sport organisations and people involved in our sport.
- By Australian Sailing adopting the National Integrity Framework, Sport Integrity Australia will manage the independent assessment and referral of complaints. This will reduce the burden on administrators and volunteers and provide athletes and participants with a consistent, fair, and independent dispute resolution process.

New National Integrity Framework for Sailing

- **The policies within the Framework include:**
 - National Integrity Framework
 - Member Protection Policy
 - Child Safeguarding Policy + SA Addendum
 - Complaints, Disputes and Discipline Policy
 - Improper Use of Drugs & Medicine Policy
 - Competition Manipulation and Sports Wagering Policy

New polices to be reviewed by the AS Board on 25th Feb.





Club Pathways Update

Club Conference

February 2022

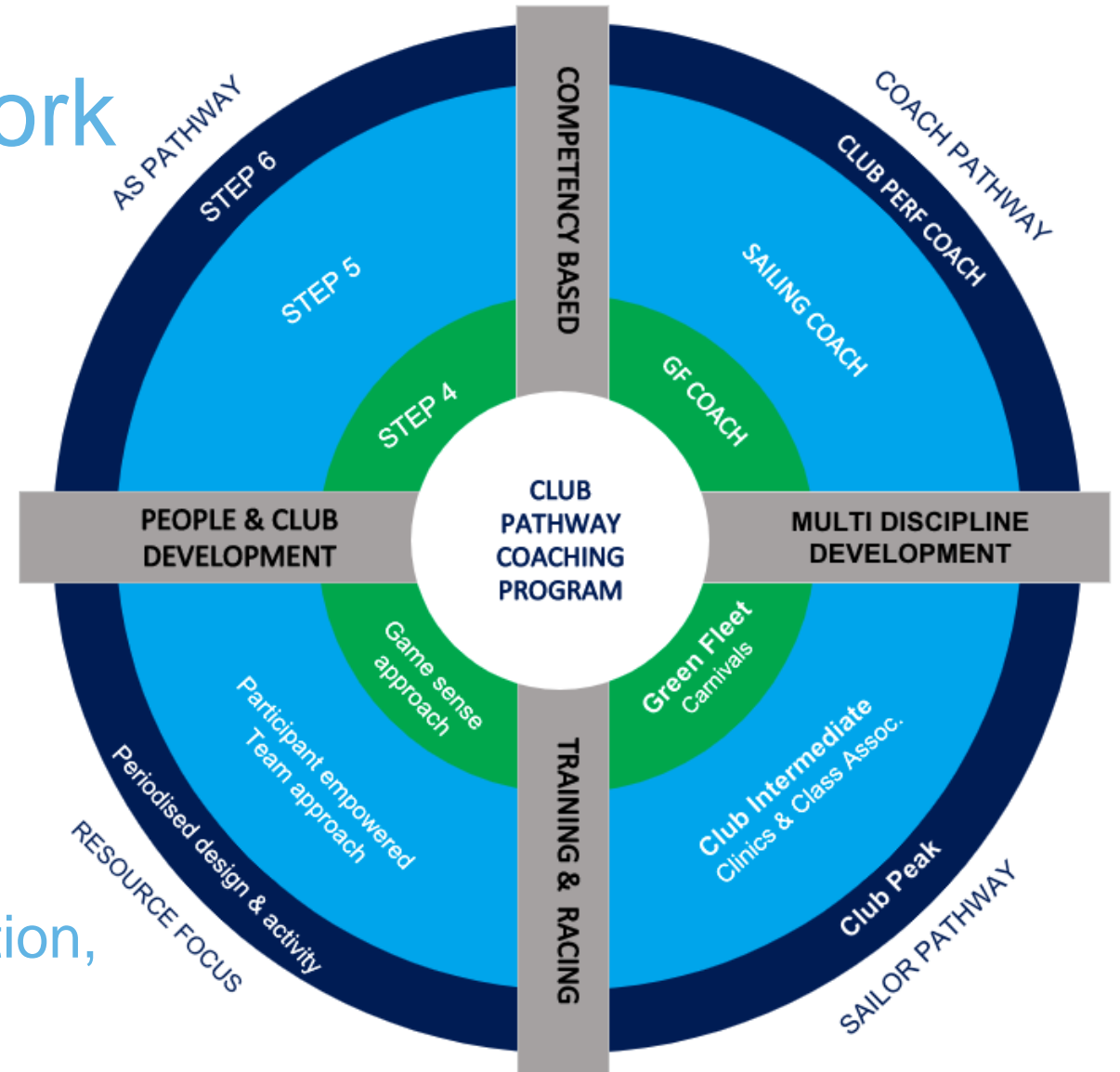


Reflecting on 2021: key moments

- **18th January 2021**
Club Pathways begins.
- **February – May 2021:**
Consultation with stakeholders, solutions considered, designing The model.
- **June 2021:**
Club Pathways introduced to clubs.
NCPWG guided the priorities.
- **July – September 2021**
Development work of decided priorities.
- **October – December 2021**
NCPWG testing of developed resources begins.
Foiling Project confirmed.
- **January - Feb 2022**
Consultation / first round of feedback from NCPWG.
FoilLab Pilot programs underway.
- **New 'Foundation Coach Course' development underway.**

The model guiding the work

- Green = Club engagement, FUNdamental skill confirmation.
 - Intermediate = Independent and development of higher competency, multi-discipline, Young Leadership club development.
 - Club Peak = seeking performance / potential (e.g. Annual goals National / World Champs)
- = multiple layers of development, education, training and marketing & comms!



Focus areas across two projects.

CLUB PATHWAYS



CLUB DEVELOPMENT

WORKFORCE DEVELOPMENT

PATHWAY DEVELOPMENT

MARKETING & COMMUNICATIONS

FOILING



What the 2021-2022 summer looks like:

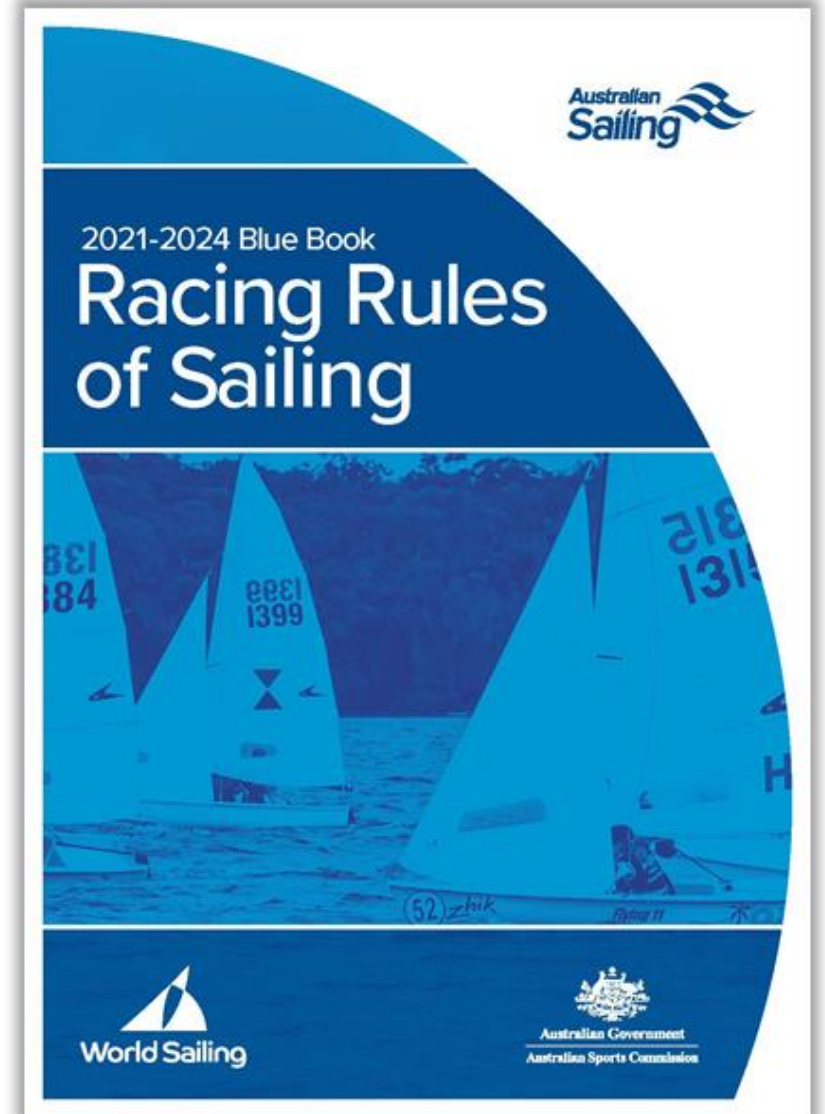


What's next: Club Pathways

Club Pathway	2022 - 2023	2023 - 2024
# of Clubs / Development	10	50
Mar- Comms & Club Service	Bi-monthly release of ready to go resources, tools and strategies. 1:1 approach pilot clubs (CP)	Bi-monthly release of ready to go resources, tools and strategies. 'Masterclass' approach regional / local (CP/CSO)
Workforce Development	Foundation Coach Course Coach Development Framework	Sailing Coach Course (2.0) Coach Development in play
Pathway Development	Participant Member Strategy Participant Path Framework	Participation Strat + F/work in action Participation tracking of progress.

Racing Rules of Sailing Rule 46

- RRS 46 implemented on 1 January 2022. All races, all crew a member of a club.
- SailPass take up continues to grow around the country.



Personal Accident Insurance Review

- We are conducting a review to ensure that the policy is providing coverage that is both relevant and valued by clubs and their members.
- Seeking feedback from clubs via a short survey which will remain open until the 27th February
 - The scope of coverage for the current policy
 - The importance of the elements (benefits) of the current policy
 - Whether it would be beneficial for individuals to increase scope
- Targeting implementation of any changes for 1st July



MYA deregistration

- Yachting NSW deregistered Dec 2018.
- Yachting TAS deregistered July 2020.
- Yachting VIC deregistration (SGM 21st February 2022)

- Both YNSW and YTAS clubs supported their votes with >95% in favour

- Yachting QLD having their first discussion on the 24th February 2022.
- Each MYA replaced with a Regional Advisory Committee.
- No loss of votes, status or ability to input into AS strategic priorities.
- It does relieve association officers of their legal responsibilities and liabilities.



Areas that we can provide assistance to Clubs

- Risk management
- Safety
- Membership growth / retention / systems
- Member communications
- Funding applications – review / support
- Government relations / support
- Event requirements / documents
- Regatta personnel / officials
- Event/regatta scheduling / promotion
- Club Governance – resources / support
- Member Protection Issues / complaints
- Learn to sail programs
- Instructor / Coach training & development
- Race Officials training & development
- Volunteer training & development
- Participation programs
- Discover Sailing Days or similar
- Volunteer training & development
- Racing Rules information / appeals
- Sounding board for club ideas & initiatives.



Thank you. Any questions?

Australian
Sailing 

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AUSTRALIAN SAILING WOULD LIKE TO THANK ITS VALUED PARTNERS

PROGRAM PARTNERS



MAJOR PARTNERS



OFFICIAL PARTNERS AND SUPPLIERS

