



Creating an Inclusive and Sustainable Club

Werribee Bowls Club Inc. 2021/22

1. Purpose

To document the process to be implemented by Werribee Bowls Club (WBC) to underpin the Bowls Australia Inclusion and Environment Sustainability Strategy.

2. [Inclusion](#)

WBC is a friendly inclusive club where people of diverse backgrounds, experiences, characteristics and attributes feel invited, valued and are an integral part of our Club. Bowls is a sport for all people, regardless of age, gender, ability, ethnicity or background. Our goal is to create positive environments and experiences for all people who participate in bowls. WBC embraces diversity and actively includes all members of the community. Inclusion relies upon positive attitudes, effective communication, inclusive policies and practices and appropriate access.

3. [Environmental Sustainability Strategy 2021](#)

Bowls Australia (BA) is a signatory to the United Nations' (UN) Sports for Climate Action Initiative. BA is initiating embracing change within the Bowls community to ensure the viability and future of our sport while offering all Australians a chance to engage with the sport of Bowls during their lifetime. As a part of this responsibility to the community all Bowls Clubs have an obligation to commit to managing their Club's environment sustainability practices.

BA has developed both a Inclusion and Environmental Sustainability Strategy as part of the current [2020-2022 Strategic Plan](#), with a vision to implement this across the whole of the sport and be embraced by all STAs and Bowls Clubs around Australia.

4. Setting "SMART" Goals

Goals are part of every aspect of business/life and provide a sense of direction, motivation, a clear focus, and clarify importance. By setting goals, we are providing ourselves with a target to aim for. A **SMART** goal is used to help guide goal setting. **SMART** is an acronym that stands for **S**pecific, **M**easurable, **A**chievable, **R**ealistic, and **T**imely. Therefore, a **SMART** goal incorporates all of these criteria to help us focus our efforts and increase the chances of achieving our goals.

5. References

- <https://www.bowls.com.au/club-support/inclusion>
- <https://www.bowls.com.au/wp-content/uploads/2021/04/Environmental-Sustainability-Strategy-April-2021.pdf>
- <https://www.bowls.com.au/wp-content/uploads/2020/04/2020-2022-Strategic-Plan-v15-for-web.pdf>



Werribee Bowls Club Inc.

Element	My club does this	My club would like to explore doing this
1. A range of written “rules” on behavior and values such as Member Protection Policy, Child Safety, Fair Play Code, Codes of Conduct and an Inclusion Policy	YES	
2. A strategic plan for the future	YES	
3. Priorities that are NOT just about elite success	YES?	
4. Volunteers that are valued and supported	YES	
5. A budget and is financially strong	YES	
6. Diversity in membership and committees (looks like its community)	YES	
7. A Welcoming Kit/Person	YES	
8. Recruitment material that has different images or is in simple language		<i>IN PLAY TO DISCUSS</i>
9. Partnerships with organisations within my community (I.e. Local Council, other sporting clubs, disability groups, schools etc.)	YES	



Other things that my club does well:

Appoint a Club Officer to work with this program for the club future

Discussing these two documents and their guidelines to a better club

Environmental Sustainability Guide for Sport & Recreation Clubs

https://www.orsr.sa.gov.au/data/assets/pdf_file/0029/9578/Environmental_Sustainability_Guide_2018HiRes2.pdf

How to be an Inclusive Club

<https://www.aaaplay.org.au/resources/how-be-inclusive-club>

Using this web site to work in a proactive way for Inclusion projects and ideas

First, Appoint Inclusion Officer at the Club

Other things that we need to work on:

1. WBC will actively work to create a Club Inclusive culture that includes environmental management and sustainability with the resultant positive outcomes for both Club and community.
2. The Club wishes to demonstrate leadership with the full commitment and support of our members to attract new members and increase community involvement to ensure its long term success in creating an inclusive and sustainable bowls club.
3. Inspiring members and the diverse Wyndham community to be committed to our goals to look toward a more inclusive and sustainable future at Club level.



Club name: Werribee Bowls Club Inc.

People responsible for this plan - Appoint a Committee and together with members create an Action Plan to ensure that WBC makes a commitment and sets achievable goals with the Plan reviewed on a regular basis.

1. Inclusion

Item	What do we want to achieve?	What needs to be done to achieve this?	Responsible Person	By when?	What other support or help is needed?
Appoint an Inclusion Officer	Ensure that the WBC commitment to Inclusion is upheld in everything we do and say.	Lead, advise and assist members ensuring individual participant needs are met	President	ASAP	<ul style="list-style-type: none"> Member commitment Promote Accessibility Liaise with external organisations to ascertain client needs. Create a Family Membership option to include families and carers.
Acknowledgement of Country	Inclusiveness	Ensure that the Acknowledgement of Traditional Custodians* statement is cited at the commencement of all meetings and functions	President	ASAP	<ul style="list-style-type: none"> Board and Bowls Committee Members
Adapt and Modify	Change the way the club operates to cater for the needs of all	Modify games, coaching practices, Club rules, equipment and the environment to cater for all needs	TBA	ASAP	<ul style="list-style-type: none"> Bowls Committee Coaches Volunteers
Invite People	Spread the word via email, posters, personal visits, social media, Community Centres/Calendar	Ensure that everyone who attends the club is made feel welcome.	TBA	ASAP	Funding

* "Werribee Bowls Club recognises Aboriginal and Torres Strait Islander peoples as the First Custodians of the lands on which Australia was founded. We acknowledge peoples of the Kulin Nation as the Traditional Owners of the lands on which Wyndham City is being built"



Item	What do we want to achieve?	What needs to be done to achieve this?	Responsible Person	By when?	What other support or help is needed?
Form Partnerships	Choose one or two new local community groups that represent our target market	Find ways to help their clients or members participate in WBC activities and create awareness both inside and outside of the club	President	ASAP	Designated members to personally visit businesses and discuss opportunities
Listen	Understanding what people want to do helps make Inclusion happen	Talk to our target member market through the community, listen to what they have to say, then take action.	President	ASAP	Schedule brain storming session hosted by Regional Bowls Manager (RBM) to seek ideas and suggestions to enable WBC to move forward
Put the Member/Community First	This will be fundamental to the success of Inclusion	Treat everyone with respect and understand individual needs and motivations. Avoid defining people by difference	President	ASAP	<ul style="list-style-type: none"> Schedule brain storming session hosted by Regional Bowls Manager (RBM) to seek ideas and suggestions to enable WBC to move forward Member commitment essential
Community Communication	Improve Community engagement	Inform our local community about WBC's proactive commitment to Inclusion with family friendly activities will keep us accountable and ensure new members feel welcome	Secretary	ASAP	Ongoing Promotion of WBC's new strategies to diverse community



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2. Sustainability

Item	What do we want to achieve?	What needs to be done to achieve this?	Responsible Person	By when?	What other support or help is needed?
Make a formal commitment to environmental sustainability.	Make a pledge and set achievable targets	Use current plans in the market place: Web sites, Government Measures, local council involvement	President		<ul style="list-style-type: none"> Use the pledge wording provided in the WBC Green Strategic Plan (To be established) Consider need to appoint a committee Member commitment essential
Energy Reduction	Reduce power consumption by 5%	<ul style="list-style-type: none"> Adjust the thermostat to 18-20 through winter and adjust accordingly in summer. Ensure energy efficient lighting – sensor & LED flood lights installed Air conditioning filters cleaned regularly Freezers cleaned every 2 months to ensure frost build up does not exceed 5mm. Review Toilets to ensure they are dual flush 	President	ASAP	<ul style="list-style-type: none"> Temperature information communicated to members and bar staff to ensure they are aware of commitment



Item	What do we want to achieve?	What needs to be done to achieve this?	Responsible Person	By when?	What other support or help is needed?
Reduce Water	Attain water reduction target of 5% per annum	<ul style="list-style-type: none"> Greenkeeper to reduce water consumption as appropriate Liaise with local council and water retailer to ascertain if they can provide free tap flow restrictors or assist in any way 	Greens Director	ASAP	Ensure Greenkeeper is fully briefed and committed to the environment management and water reduction strategy.
Reduce Waste - Garbage	Attain waste reduction and reduced paper consumption targets of 5% per annum	<ul style="list-style-type: none"> Actively working with Wyndham Council on waste reduction/recycling. Paired wheelie bins have already been installed around site. 	Greens Director	ASAP	<ul style="list-style-type: none"> Further education for club members on what items need to be placed where. Regular communication required to ensure commitment by members. Improved site signage/posters.
Reduce Paper Consumption		<ul style="list-style-type: none"> Reduce Paper Consumption e.g. 1 scorecard per rink/photocopying 	President	ASAP	<ul style="list-style-type: none"> Office / Bowls Committee
Communicating our Environmental Commitment	Create and maintain a Green Clubs Environmental News section on TeamApp and website	<ul style="list-style-type: none"> Add to monthly Board/Bowls Committee agendas to actively manage reduction targets Update website 	Secretary	ASAP	<ul style="list-style-type: none"> Regular communication required to ensure commitment by members. Improved site signage/posters.



Key Environmental SMART Objectives for Werribee Bowls Club

- to use energy more efficiently
- to use water more efficiently
- to reduce the amount of waste produced and increase the quantity of waste re-used and recycled
- to reduce the environmental impacts of travel
- to reduce the environmental impacts of purchasing
- to offset emissions that can't be reduced
- to increase environmental awareness and drive behavioral change
- to demonstrate innovation and leadership

Waste Reduction Targets - Percentage & Actuals									
		June to Dec 21		Jan-June 2022		July-Dec 2022		Jan-June 2023	
12 Months Actual	Target %	Actual \$	Target %	Actual \$	Target %	Actual \$	Target	Actual \$	
Water									
Gas									
Electricity									
Waste									
Green fill									
Rates									
Disposable cups									
Paper									