



Netball SA Reconciliation Action Plan Advisory Group

(Implementation Phase)

Terms of Reference

Introduction

Netball in Australia (Netball Australia and the Member Organisations) is committed to strengthening and building capacity and capability in communities and providing sustainable netball programs to empower women and girls.

Netball is ranked as the leading women's participation team sport and the top team based sport in Australia for 15 to 24 year olds. Over 1.2 million participants enjoy the game nationally and Australia has been dominant on the international stage since 1963. Netball SA has 40 Associations and more than 30,000 registered members.

Netball SA acknowledges and celebrates the ongoing contribution of the Aboriginal and Torres Strait Islander netball community. There is an identified need to increase our efforts to support and engage Aboriginal and Torres Strait Islander players, coaches, umpires, volunteers, their families and communities. After the successful implementation of Netball Australia's Reconciliation Plan (RAP) in 2015, Netball South Australia launched its inaugural RAP in September 2017 to be implemented across the organisation over the next two years

Purpose

The Netball SA Reconciliation Action Plan (RAP) Advisory Group was established for the purpose of drafting the Netball SA Reconciliation Action Plan. The RAP was developed with guidance from the Advisory Group and through consultation with key stakeholders such as Netball Australia, Aboriginal and Torres Strait Islander organisations, individuals and community groups and netball and sporting clubs.

The RAP details what Netball SA will implement so we can achieve our strategic vision to expand and diversify our community engagement with current and new participation groups. The role of the RAP Advisory Group during the implementation phase is to oversee the implementation process, provide advice and make recommendations on plans and strategies that arise in the process of actioning the deliverables.

Aims and Objectives

The Netball SA RAP Advisory Group will:

1. Engage the South Australian netball community and key stakeholders about our key short, medium and long-term goals to implement the RAP.
2. Provide opportunities to:
 - celebrate the Netball SA RAP Advisory Group achievements; and
 - bring the South Australian netball community together to strengthen and celebrate cultural identity.

3. Provide advice on the implementation of the RAP and review the process of implementation so that Netball SA can increase organisational engagement with, and support of, Aboriginal and Torres Strait Islander communities.

Membership

- The Netball SA RAP Advisory Group will consist of 7 members, consisting of one representative from SA Nunga Netball, one representative from SAASTA and the remaining 5 members being Aboriginal and/or Torres Strait Islander members, or representatives of organisations working with Aboriginal and Torres Strait Islander communities.
- The RAP Advisory Group will comprise of Aboriginal and/or Torres Strait Islander members with experience within the netball community in a variety of capacities, as players, administrators and coaches, as well as members beyond the netball community who bring experience working with Aboriginal and/or Torres Strait Islander sports and cultural programs, and skills and experience in RAP development and implementation (highly desirable).
- Netball SA is responsible for appointing all members of the RAP Advisory Group and determining the process of appointments.

Membership of the Netball SA RAP Advisory Group will be limited to 7 people.

The Netball SA RAP Advisory Group membership shall be for 12 months for the implementation of the Netball SA RAP. Membership will then be reviewed at the end of the 12-month period. New members will be invited to join annually as required to ensure the Netball SA RAP Advisory Group has new ideas as well as continuity.

Members must comply with the Netball Australia Code of Conduct and other relevant Netball Australia and Netball SA policies.

The Netball SA RAP Advisory Group has the authority to invite external stakeholders who are not Advisory Group members to attend Advisory Group meetings to provide expert advice and input when required. These stakeholders will not hold any voting rights at the Netball SA RAP Advisory Group meetings. Where appropriate, relevant Aboriginal and Torres Strait Islander people may be invited to RAP Advisory Group meetings with a view to build their professional capacity in a committee meeting scenario.

Guidelines for Netball South Australia

- Netball SA will engage with the RAP Advisory Group as a consultative and informative forum around issues affecting Aboriginal and Torres Strait Islander communities throughout the implementation of the RAP.
- The Advisory Group will determine the content of the Netball SA RAP. Where appropriate, Netball SA will incorporate the Advisory Groups feedback and recommendations into current and future work.
- Netball SA will consult the RAP Advisory Group and invite them to offer advice and recommendations on emerging issues or opportunities for Aboriginal and Torres Strait Islander communities.
- Netball SA will resource and provide administrative support for the RAP Advisory Group.

Guidelines for the RAP Advisory Group

- Members will complete Inclusion Online Course prior to first meeting.
- Members will have the community's and netball's best interests in mind.
- Members will provide constructive and timely feedback on Strategies and Plans created as part of the RAP in terms of their appropriateness and effectiveness for Aboriginal and Torres Strait Islander communities.
- Membership of the RAP Advisory Group is on a voluntary basis.

- Members will maintain confidentiality with regards to all information pertaining to this Advisory Group.
- Members of the Netball SA RAP Advisory group must commit for the period of the Implementation process. If more than two meetings in the 12-month period are missed without prior arrangement or apology, the member will be required to re-submit an expression of interest to remain on the Advisory Group.
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Delegated Authority and Decision Making

- The RAP Advisory Group will act in an advisory capacity only and has no delegated authority to make decisions as if it were Netball SA.
- The RAP Advisory Group will provide advice to Netball SA staff to assist them in their decision making.
- The RAP Advisory Group does not have an operational role and neither it, nor its members, may direct Netball SA staff in the performance of their duties.

Administration Support

The Netball SA RAP Advisory Group will be provided with secretariat support by Netball SA and Advisory Group members. All signed communication about the RAP Advisory Group progress will be authorised by the Netball SA RAP Advisory Group Chairperson.

Chairperson

Then Netball SA RAP Advisory Group chairperson will be appointed by Netball SA once the expression of interest period has closed. The appointed person will be responsible for chairing each of the meetings.

Agenda

Members of the Netball SA RAP Advisory Group can ask for any item relating to the core business of the group to be placed on the agenda of each meeting held. A meeting agenda will be circulated to the Netball SA RAP Advisory Group members at least 7 days before each meeting, where possible.

Netball SA RAP Working Group Meeting Structure

Each meeting will have an agenda and members are encouraged to take on roles to effectively progress the development of the work proposed which includes:

- Welcome to Country or Acknowledgement of Country will be a standing agenda item at the commencement of each meeting.
- Minutes of each meeting will be emailed to relevant stakeholders.
- Planning up-coming meetings.
- Locating and sharing research, good practice ideas or other documents as determined by the Netball SA RAP Advisory Group members.
- Providing contact details of relevant stakeholders and staff to consult with as part of the consultation process to develop the RAP.

- Participate in all the consultation processes.
- Provide input into all documentation prepared and provide timely feedback.

Meeting Schedule

A meeting schedule will be determined at the first meeting. The Netball SA RAP Working Group will meet bi-monthly, on a schedule to be determined by the Advisory Group. The date of the first meeting will be confirmed once the Advisory Group has been established.

Decision Making

The Netball SA RAP Advisory Group will make decisions that relate directly to the implementation of the RAP including budget issues for consideration.

Communication and Reporting

As part of monitoring the progress of the success of the Advisory Group's actions, the Netball SA RAP Advisory Group will:

- Liaise with relevant stakeholders to review the progress of the implementation of the Reconciliation Action Plan actions.
- Consider any implementation issues and consult with relevant stakeholders to find solutions.
- Determine a communication plan, with support from Netball SA.
- Disseminate information regularly regarding progress of the RAP implementation process to internal and external stakeholders via Netball SA EDM's, online articles and other publications.
- Report to Netball SA after each Advisory Group meeting.

Consultation with Community and Key Stakeholders

The Netball SA RAP Advisory Group will liaise and engage with netball and sporting clubs, members of the Aboriginal and Torres Strait Islander community, Traditional Owners, Government agencies and other key stakeholders as required, to inform the work of the Netball SA RAP Advisory Group.

Netball South Australia respectfully Acknowledges the Traditional Owners of the land, the Kurna People, where our organisation is located, and we pay our respects to their Elders both past and present.