

How should NGBs work with women and girls?

There is no one-size fits all approach to the perfect NGB for women and girls. Each sport is different, each governing body will know its own sport better than anyone else, and each will need to do things slightly differently according to historical circumstances, current situation and future ambition. But the following are core elements which the WSFF believe should be suitable for most, if not all, NGBs.

1. Every corporate document (Whole Sport Plan, four year strategy, funding submission, etc) should contain a statement outlining the opportunities that working with women and girls offer, and a commitment to take advantage of them. (See WSFF's *11 Compelling Reasons*).
2. It will be appropriate for most NGBs to have a distinct strategy (or section within the overall strategy) to address women and girl's needs. Governing bodies may also need to recognise that in order to make their sport more attractive to women then things may need to be done slightly differently (See WSFF's *Successful interventions* fact sheet).
3. Dedicated resources (both time and money) should be allocated to women and girls. For some governing bodies a dedicated team of officers or volunteers should be tasked to grow the sport for women.
4. Equality training for staff, board members and coaches should be a regular occurrence.
5. Distinct plans and interventions should be designed to grow:
 - women and girls participation
 - the number of women and girls qualified (and delivering) as coaches, and officials
 - the number of women in leadership positions within the NGB

Appropriate targets for these areas should become a part of the organisation's success measures. Player and volunteer pathways for women and girls should be created.
6. Women should be well represented at the highest levels in the organisation, both on the Board and the senior management team.
7. Governing bodies should be able to accurately measure what proportion of their budget is spent on women and girls and have taken steps to reduce any inequalities.
8. Governing bodies should have all corporate documents gender impact assessed; so that they can be re-assured that their processes and activities don't have any negative impacts on women and girls. (WSFF can provide free advice and support on gender impact assessments).
9. Governing bodies should know the key ages and life points at which women and girls drop out of their sport, and will have implemented activities and interventions to address them.
10. Regular consultation should take place with female participants and non-participants to ensure that the governing body has an accurate understanding of how women view their sport.
11. Governing bodies should celebrate and promote the achievements of women and girls, and create role models for girls to look up to.
12. Commercial sponsorship deals for women's and girls' teams should be on an equal basis to those brokered for men's teams or separate from these, not an afterthought.
13. Governing bodies should have an agreed timescale for achieving the Advanced Level of the Equality Standard for Sport.



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