



Little Athletics ACT (LAACT), Athletics ACT (AACT) and ACT Masters Athletics (ACTMA) have joined forces to explore the possible futures for the sport of Athletics in the ACT and surrounding regions. An independent review conducted by McLaughlin Sports Consultancy recommends a suite of strategies to grow the sport and secure its future.

RECOMMENDATIONS FOR THE FUTURE OF ATHLETICS IN THE ACT

1. Purpose and Planning	
1.1	Create a purpose statement to guide all activities in support of the ‘whole of sport’ movement.
1.2	Little Athletics ACT, Athletics ACT and ACT Masters Athletics will work together to develop a joint planning framework to guide the whole-of-sport future of athletics in the ACT.
2. People, Policies and Systems	
2.1	Establish a one-athletic working party to oversee the implementation of endorsed recommendations from the independent review.
2.2	Align all current human resources models to establish a single ‘whole of sport’ professional staffing structure and position descriptions. This includes both current paid support/administrative positions and in the case of ACTMA voluntary support/administrative resources).
2.3	Develop appropriate service agreements/employment contracts; performance review and learning and development policies; and all other necessary human resource related policies and procedures be developed to effectively guide the recruitment process and employment of staff.
2.4	Establish a transparent selection process for the appointment of joint staff.
2.5	A new entity be formed at the territory-level to govern the sport of athletics in the ACT and region.
2.6	The new entity be established based on best practice governance principles in sport.
2.7	The new entity will develop and implement all necessary governance policies and procedures for a single entity operation.
2.8	The new entity will develop and implement a suite of integrated Business Management Systems (that is, commercial, financial management, digital/IT, membership registration, etc.)
3. PLACES	
3.1	Little Athletics ACT and Athletics ACT secure access to a suitable, single facility to accommodate the combined staff team and from which to operate the administrative activities.
4. Participant Pathways and Products	
4.1	Little Athletics ACT, Athletics ACT and ACT Masters Athletics lobby Athletics Australia, Little Athletics Australia and Australian Masters Athletics to develop a ‘cradle to grave’ Participant Pathway Framework.
4.2	The ACT entity work closely with national entities to develop a suite of contemporary and nationally consistent programs and product offerings designed to meet the specific participation motivations of all elements of the pathway framework.
4.3	Undertake a ‘whole-of-sport’ review of membership and participation to develop a single entity athletics community model for participation that engages a broader suite of athletics consumers (for example, participants, athletes, parents, coaches, officials, volunteers, schools, unaffiliated athletics clubs, providers, commercial partners, spectators; etc.).
4.4	Undertake a comprehensive ‘whole-of-sport’ review of frameworks delivering competition and events to identify opportunities to improve the structure of delivery of athletics in the catchment area.
5. Plans and Strategies	
5.1	Little Athletics ACT, Athletics ACT and ACT Masters Athletics develop a post-review Communications Strategy, designed to effectively and efficiently promote the endorsed recommendations from the Review, to all relevant audiences.
5.2	The one-athletic working party develop a post-review implementation plan designed to provide Little Athletics ACT, Athletics ACT and ACT Masters Athletics with specific actions to support the effective and efficient implementation of accepted recommendations within suitable timeframes and budgets.