



State Sport and Recreation Development Program

40% Women in Leadership Board Composition Questions

My organisations Board is static/fixed, how does the minimum 40% women get applied?

Where a Constitution provides for a static/fixed number of Board members, 40% is applied to the number cited within the Constitution.

Example

An organisations constitution states that the Board must contain seven (7) elected members. Three (3) Board Directors must therefore be women to meet a minimum 40%.

What if my organisations Board is not a static figure?

Where the number of people required on a Board is not a static figure, with many Constitutions using terms like 'up to 7 elected Directors' and 'up to 2 appointed Directors' rather than a defined number, the Office for Recreation, Sport and Racing will use the number of Board members agreed to by the membership at their AGM, the number they chose to elect.

Example 1

An organisation's constitution states that the Board can comprise up to eight (8) elected Directors. At the organisations AGM, the membership agrees to elect a Board of six (6) Directors. Three (3) Board Directors must therefore be women to meet a minimum 40%.

Example 2

An organisation's constitution states that the Board can comprise up to five (5) elected Directors and up to 2 appointed Directors. At the organisations AGM, the membership agrees to elect a Board of five (5) Directors, one of which is a woman.

Since the Constitution provides for the Board to appoint up to two (2) directors, the Board would need to appoint two (2) women to meet the gender diversity target (total of seven (7) Directors of which (3) must be women). ORSR will allow three (3) months from the AGM for the Board to attain the target.

Example 3

Should the elected Board meet the gender diversity target and wish to appoint directors, the gender diversity target must be maintained.

What if my organisations Board has a vacancy?

ORSR recognise that Boards will, from time to time, have a casual vacancy (or multiple vacancies) that may see a minimum of 40% women on the Board temporarily not being met.

To remain eligible for funding ORSR expect casual vacancies to be filled within 3 months of the vacancy occurring.

Example

An organisation fills its Board requirements at its AGM in September 2023. In January 2024, two Board Directors resign due to unforeseen reasons resulting in the minimum 40% women not being achieved. In March 2024, the Board appoints two new Directors, re-instating their gender composition to achieve a minimum of 40% women.

What are the financial repercussions of not meeting the minimum 40% women Board composition by 1 July 2023?

Organisations that do not meet the minimum of 40% women on their Board by 1 July 2023 will have their 2023-24 Sport and Recreation Development Program grant payment withheld. Organisations achieving the board composition requirement after 1 July 2023 and during the 2023-24 financial year (up to 31 March 2024) will receive a pro-rata payment of their 2023-24 Sport and Recreation Development Program grant.

Example 1

An organisation receiving \$20,000 through the Sport and Recreation Development Program achieves the minimum of 40% women on their Board in February 2024. The organisation therefore becomes eligible for a pro-rata payment of \$8,333 - equivalent of five (5) months of the grant amount (February to June 2024).

Example 2

An organisation receiving \$20,000 through the Sport and Recreation Development Program achieves the minimum of 40% women on their Board in April 2024. As this is past the maximum date of 31 March 2024, the organisation will not receive a pro-rata payment for the 2023-24 financial year and will have to wait until the 2024-25 financial year provided the organisation's Board remains compliant.

What are the financial repercussions of not meeting the minimum 40% women Board composition by 1 July 2024?

Only organisations that meet the minimum of 40% women on their Board by 1 July 2024 will receive their Sport and Recreation Development Program for the 2024-25 financial year.

Organisations that do not meet this requirement by 1 July 2024 will have to wait an additional 12 months (1 July 2025) to be considered again for Sport and Recreation Development Program funding. Organisations will need to demonstrate to the Office for Recreation, Sport and Racing that the minimum 40% women Board composition has been achieved.