



FOOTBALL
NSW

**FOOTBALL NSW 2021 WOMEN'S
COMPETITIONS REVIEW
TERMS OF REFERENCE**

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Title

Football NSW 2021 Women's Competitions Review (**2021 WCR**)

Background

Football for girls and women is a core and growing activity for Football NSW (**FNSW**). Our aim is to increase the percentage of females playing the game and being involved as coaches, referees, administrators, volunteers and supporters. This will involve increasing opportunities for females as well as changing behaviours. In all forms of football, competitions for females remain a priority growth area.

In a broader context, FNSW is supportive of Football Federation Australia's (**FFA**) Gender Equality Action Plan 2019. To achieve gender equality in football, FFA's action plan falls under two broad areas: "Changing the Environment" and "Building a Pipeline of Talent".

FNSW's competitions for females are an integral component of the "talent pipeline" element of FFA's action plan. As the largest Member Federation, in terms of both the number of registered players as well as contributing the highest number of players to national teams, FNSW's competitions provide significant opportunities to develop this "pipeline" of talented players.

A key focus area in the FFA plan of "The Future Matildas: building a system which develops ongoing generations of Matildas", indicates that National Premier League (**NPL**) Clubs will play a stronger role in the girls' pathway. This will require action at every level of the game – we must strengthen our competitions to better cater for talented players, at the same time as growing participation to further increase the potential talent pool.

The 2021 WCR will specifically address the composition of the FNSW women's and girls' competitions, along with associated and supporting structures and activities.

With the prospect of three-year participation licences being awarded to clubs for the period 2021 to 2023, the outcomes of the 2021 WCR must ensure we provide talented NSW players with the best opportunities possible to realise their football dreams.

Scope

The Women's Competitions Review Working Group (**WCRWG**) is established to consider optimal competition structures and their connection to the talented player pathway for 2021 and beyond, for all FNSW Women's and Girls' Competitions, currently being:

- NPL NSW Women's (**NPLW**): 1st grade, Reserve grade, and youth age grades U14/U15/U17;
- NPL2 NSW Women's (**NPL2W**): 1st grade, Reserve grade, and youth age grades U14/U15/U17;
- Girls' Conference League (**GCL**): youth age grades U14/U15/U17;
- Girls' Skill Acquisition Program (**Girls SAP**): age grades U10/U11/U12/U13; and
- Girls' participation in the Skill Acquisition Program (**SAP**), which includes both boys and girls: age grades U9/U10/U11/U12.

With purposes relating to both participant (i.e. players, coaches and referees) and Club Development, the WCRWG will be tasked primarily to:

- understand and assess the current competition models;
- reflect on the impacts of change flowing from the 2018 Women's Football Review;
- evaluate the efficacy of the Player Points System (**PPS**) in NPLW/NPL2W competitions;
- assess the participation of regional clubs in all FNSW women's and girls' competitions;
- consider the impact of external factors, including the Westfield W-League; and
- propose what changes, if any, to further improve outcomes from FNSW Competitions.

Other relevant areas such as facilities, futsal, schools, regulations and private providers will not be a priority of this review, but will be taken into account by the WCRWG to ensure decisions within this review are not contrary to the objectives of such and allow for future flexibility.

Purpose: Participant Development

To deliver a competition structure that fosters long-term growth in participation and leads to an improvement in the quality of players, coaches, and referees by conducting a specific review of the following:

- Structure for delivery of Girls' SAP, with particular attention to:
 - Age groups for Girls' SAP;
 - Number of teams per region/location/association or branch;
 - Qualifying criteria for teams;
 - Cost of program to participants; and
 - At the same time, assess girls' participation in SAP.
- Pathway/competition structures for age groups from 14 years to senior, that can:
 - Abate the importance of results-based metrics and measures to youth age groups;
 - Accommodate participants in various locations and geographic metropolitan areas adequately and equitably;
 - Encourage and enable the involvement of regional branches in competitions and the elite development pathway, in consideration of potential participation issues specifically related to regional areas; and
 - Promote and relegate teams across senior competitions uniformly and without compromising the coaching and development of youth teams and players.
- Role of the FNSW Institute & Emerging (Newcastle) Jets alongside NPL Clubs;
- Roles and responsibilities of FNSW, associations, branches and clubs in the management and delivery of state titles;

- Roles and responsibilities of FNSW associations and branches in the development of elite football participants and the development pathway for participants of these competitions to professional football; and
- Impact of other competitions conducted by FNSW (e.g. Champions of Champions, State Cup) on the overall pathway and community player pool.

Purpose: Club Development

To encourage club investment and commitment to elite development by those teams participating in FNSW competitions, deliver a competition structure which:

- Enables long-term planning for teams participating in FNSW elite competitions;
- Ensures teams participating in FNSW elite competitions:
 - Have demonstrated a commitment to player and coach development;
 - Are financially viable in the long-term;
 - Have adequate facilities to support the development of players and coaches; and
 - Have demonstrated compliance with all FNSW requirements.
- Allows the PPS to be optimised in its application.

For clubs wishing to enter women's and girls' teams into FNSW competitions, in addition to the above, also assess:

- Clubs' demonstrated commitment to invest in women's and girls' programs and if they aspire to deliver the same level of program as for their men's and boys' programs; and
- The potential to implement a criteria system to assess clubs for entry to the FNSW women's competitions.

PROPOSED IMPLEMENTATION TIMELINE

Working Group Meetings

Monday, 16 March 2020	First meeting of WCRWG
Monday, 6 April 2020	Second meeting
Monday, 20 April 2020	Third meeting (to prepare for public forum)
Monday, 11 May 2020	Fourth meeting (finalise recommendations for Board)

Public Forum Meeting

Thursday, 30 April 2020	Public forum meeting
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Board and Management

TBC May 2020	Board receives and considers WCRWG recommendations
TBC June 2020	Board determines 2021 Competitions structure

TBC July 2020	FNSW formalise, endorse and communicate to clubs: <ul style="list-style-type: none"> ○ Competitions Review Findings & 2021 Competitions Structure ○ 2021 FNSW Competitions Application form/process ○ 2021 Competitions Evaluation Criteria & Process Delivery
TBC July 2020	2021 FNSW Competitions Application process commences
TBC August 2020	FNSW 2021 Competitions Application close 2021 Competition Evaluation Criteria & Process
TBC September 2020	FNSW announce 2021 to 2023 competitions and participating clubs

WOMEN'S COMPETITIONS REVIEW WORKING GROUP

Members

The WCRWG will consist of:

- Chair;
- Any FNSW Directors who participate;
- FNSW Management including Strategic Projects Manager / Women's Technical Director / Head of Women's Football / Head of Competitions;
- Chair (or delegate) of FNSW Women's Standing Committee, Technical & Coaching Standing Committee and Association Standing Committee
- A total of five Competition representatives – two each from the NPL Women's and NPL 2 Women's competitions, and one from GCL
- FFA technical department and leagues representative.

Roles and Responsibilities

Football NSW Board – REVIEW DECISION MAKERS

- Will make all resolutions and decisions with regards to the 2021 WCR;
- Will foster collaboration with all 2021 WCR working group members;
- Will always maintain a focus on the agreed scope and purpose of the 2021 WCR;
- The FNSW Board will commit to:
 - Share all communications and information across all 2021 WCRWG members;
 - Make timely decisions and take appropriate action to ensure the delivery of the final report and subsequent implementation is not delayed;

- Notifying members of the 2021 WCRWG as soon as practical, if any matter arises which may be deemed to affect the finalisation of the 2021 WCR:
 - When attending the WCRWG meetings, declaring at the beginning of each meeting any relationship by way of any official capacity (currently held or held in the last five years) with any club, association or branch participating in FNSW competitions and shall abstain where any 'perceived' conflict of interest may prejudice the integrity and effectiveness of the 2021 WCR. For the avoidance of doubt, any official capacity (currently held or held in the last five years) with any club, association or branch participating in FNSW competitions shall be deemed a 'potential' conflict of interest and shall require the support of the balance of the WCRWG to allow further involvement in a particular matter. Any deemed conflict of interest shall not preclude the relevant Director from being involved in other matters not affected by their relationships; and
 - Making all resolutions and decisions preferably by consensus but by majority where required; and
- Are invited to attend all scheduled meetings of the 2021 WCRWG.

Football NSW Senior Management - CONTRIBUTORS

(FNSW Strategic Projects Manager, Women's Technical Director, Head of Women's Football and Head of Competitions)

- Will manage and deliver all administration of the 2021 WCR process on behalf of the FNSW Board;
- Will assist, where possible, in the provision to the FNSW Board and other Contributors relevant benchmarking data and proof of concept from all available models (nationally and globally);
- Will collaborate effectively with all 2021 WCRWG members;
- FNSW senior management Contributors will commit to:
 - Share all communications and information across all 2021 WCRWG members;
 - Make timely decisions and take appropriate action to ensure the delivery of the final report and subsequent implementation is not delayed; and
 - Notify members of the 2021 WCR working group as soon as practical, if any matter arises which may be deemed to affect the finalisation of the 2021 WCR; and
- Are invited to attend all scheduled meetings, however, will be required to attend any scheduled meeting if requested, having been provided with due notice.

OTHER CONTRIBUTORS

(i.e. Representatives of FNSW Standing Committees, women's competitions and FFA)

Other contributors will:

- Collaborate effectively with all 2021 WCRWG members;

- Notify members of the 2021 WCRWG as soon as practical if any matter arises which may be deemed to affect the finalisation of the 2021 WCR;
- Declare at the beginning of each meeting each person's relationship by way of any official capacity (currently held or held in the last five years) with any club, association or branch participating in FNSW competitions; and
- Will be expected to attend any scheduled meeting if invited and provided due notice.

DECISION-MAKING HIERARCHY AND GUIDELINES

Hierarchy

1. Decision-making:
 - a. Participation;
 - b. Development; and
 - c. Senior football (17 years of age and over);
2. A competition structure which is (i) clear; and (ii) consistently applied at all levels;
3. A promotion and relegation system which is (i) clear; and (ii) consistently applied at all levels;
4. Potential to increase number of matches played and/or quality of competition for players, coaches and referees; and
5. Continued adherence to the FNSW objective to lower the cost of Football for all participants.

Guidelines

The FNSW Board will expect:

- Each participating Director will be provided with complete, accurate and meaningful information in a timely manner from FNSW management and other contributors of the 2021 WCR;
- To be given reasonable time to make key decisions; and
- To be alerted to potential risks and issues that could compromise the integrity and effectiveness of the 2021 WCR.

TERM

These Terms of Reference are effective from 1 January 2020 and continues until 15th September 2020 or until terminated by agreement of the FNSW Board.

AMENDMENT, MODIFICATION OR VARIATION

These Terms of Reference may be amended, varied or modified only after consultation with all 2021 WCRWG members and by resolution of the FNSW Board.