



womensport
& Recreation Tasmania

STRATEGY 2027-2030



Strategic Plan 2027–2030

PLAN ON A PAGE OVERVIEW



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OUR VISION

Women and girls participation and contribution are equally valued in sport and recreation to the benefit of all Tasmanians.

Peak Body Leadership



Trusted voice for women and girls in Tasmanian sport and recreation.

FOCUS AREAS

Sustainable funding
Membership growth
Research-backed advocacy
Sector resources
Policy & system influence

SUCCESS LOOKS LIKE

Govt funding secured
Growing membership
First call on gender equity
Advocacy outcomes

Program Excellence



High impact, financially sustainable programs with growing reach.

KEY PROGRAMS

Get Active Program (GAP)

- Facilitators, pipeline
- Growth & reach

Coaching scholarships:

- Women in Sport Coaching (TIS)
- Emerging Coaches

SUCCESS LOOKS LIKE

Cost-recovery GAPs secured
40+ active facilitators
National profile & AIS links
Corporate partner secured for emerging scholarships

OUR MISSION

To provide leadership, opportunities, and advocacy to progress women and girls in all areas of sport and recreation in Tasmania.

Sector Capacity & Culture



Build capacity and inclusive environments where women and girls thrive.

FOCUS AREAS

Leadership development: SSOs
Celebrate achievements
Reduce participation barriers
Safe & inclusive environments

SUCCESS LOOKS LIKE

Increased participation reporting
More women in leadership
Welcoming safe environments
Demonstrated culture shifts

Organisational Strength



Governance capability and resources to deliver our mission.

FOCUS AREAS

Strong governance
Diversified funding
Corporate partnerships
Staff & board capability
Brand & digital presence
Strategic agility

SUCCESS LOOKS LIKE

Diverse, sustainable funding
Skilled board & succession
Strong financial position
Increased staff capacity

MEASURING SUCCESS

Annual review cycle
GAP KPIs, numbers & impact
Advocacy outcomes
Participation & leadership rates
Funding diversity & health
Membership growth & engagement

MAKING IT HAPPEN

Annual operational plans
Regular board reporting
Alignment with Women & Girls Sport 2026–32
Cross-sector partnerships
Adaptive, responsive approach



Our Purpose



OUR VISION

Women and girls participation and contribution are equally valued in sport and recreation to the benefit of all Tasmanians.

OUR MISSION

To provide leadership, opportunities, and advocacy to progress women and girls in all areas of sport and recreation in Tasmania.

WHO WE ARE

WSRT is the peak independent body celebrating, facilitating and advocating for women and girls in sport and recreation in Tasmania. We drive cultural change and push for opportunities to ensure sport and recreation is inclusive so that all Tasmanian women and girls can fulfill their potential via participation, leadership and research.

ALIGNMENT WITH

SHE MOVES. SHE LEADS. SHE BELONGS. TASMANIAN WOMEN AND GIRLS SPORT STRATEGY 2026–2032

WSRT proudly contributed to the development of the Tasmanian Government's She Moves. She Leads. She Belongs. Women and Girls Sport Strategy 2026 – 2032.

Our Strategic Plan aligns closely with the Strategy's vision of ensuring women and girls have equal access and opportunities in sport and active recreation in safe, inclusive and enjoyable environments.

WSRT will play a key role in supporting delivery of the Strategy's three priority areas: **Participation, Leadership and Inclusive Environments**, working in partnership with government and the sector to drive meaningful and lasting change.



Strategic Priorities

WSRT's strategic priorities align with and support the Tasmanian Government's focus on increasing participation, strengthening leadership pathways, and creating inclusive environments.

- Peak Body Leadership
- Program Excellence & Sustainability
- Sector Capability & Culture
- Organisational Strength



PEAK BODY LEADERSHIP

Further establish and consolidate WSRT as the trusted voice and resource for women and girls equality and equity in Tasmanian sport and recreation.

KEY FOCUS AREAS

- Secure sustainable funding for peak body operations (minimum 3 days/week capacity)
- Build membership base and value proposition
- Deliver advocacy backed by research, data and lived experience
- Maintain resource hub and training opportunities for the sector
- Lead sector events and professional development
- Lead and support sector alignment with state and national strategies relating to women and girls in sport
- Influence policy, funding decisions and system change

SUCCESS LOOKS LIKE

- Ongoing government commitment to peak body funding beyond 2026
- Growing, engaged membership base
- WSRT is first point of contact for gender equity in sport
- Measurable policy and funding outcomes from advocacy efforts
- Strong partnerships with government, SSOs, NSOs and community organisations

Strategic Priorities



PROGRAM EXCELLENCE & SUSTAINABILITY

WSRT programs directly contribute to increasing participation and building leadership pathways for women and girls. Our programs – including Get Active Program and our two Coaching Scholarship Programs – are financially sustainable, high-impact initiatives with statewide, and growing national, recognition

KEY FOCUS AREAS – GET ACTIVE PROGRAM (GAP)

- Achieve financial sustainability for GAP (cost recovery model to subsidise grant income)
- Expand reach across Tasmania, particularly to underserved communities
- Build facilitator network and training pipeline
- Increase participation and participant outcomes progressively
- Strengthen evaluation and impact measurement
- Develop scalable model for expansion
- Secure diverse funding sources (grants, partnerships, participant fees from select groups/regions)

KEY FOCUS AREAS – COACHING SCHOLARSHIP PROGRAMS

- Continue Women in Sport Coaching Scholarships, partnering with Tas Institute of Sport, to develop elite level coaches across a range of sports – annual target 2 to 3 scholarships
- Embed and build Emerging Women Coaches Scholarships program – target of 10 scholarships per annum by third year
- Establish funding source/s for both coaching scholarship programs, through grants, partnerships and/or fundraising
- Continue to attract a high calibre of applicants from all regions and varied sports
- Contribute to the leadership pipeline of women coaches
- Share success stories from scholarship recipients

SUCCESS LOOKS LIKE – GET ACTIVE PROGRAM (GAP)

- GAP covers operational costs through participant fees, grants and partnerships
- Programs running consistently across all regions
- 40+ trained facilitators statewide who are actively delivering regular programs
- Measurable health, social and wellbeing outcomes for participants
- Recognition as a best-practice community health initiative
- Interest and demand from organisations in delivering regular GAPs

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Strategic Priorities



SECTOR CAPACITY & CULTURE

This priority directly supports the Tasmanian government's focus on participation, leadership and inclusive environments. Our objective is to build capability and create environments where women and girls thrive in sport and recreation.

KEY FOCUS AREAS

- Provide accessible training and resources for clubs, SSOs and community groups
- Celebrate and amplify women's achievements in sport
- Support initiatives that address and reduce participation barriers
- Champion safe, inclusive and accessible facilities, policies and practices
- Foster leadership pathways, mentoring and progression opportunities
- Collaborate with partners to drive sector-wide change

SUCCESS LOOKS LIKE

- Increased women and girls participation rates in Tasmanian sport and recreation
- Reduced participation gap between women and men in sport and active recreation
- More women in leadership positions across coaching, officiating, governance and senior administration
- Visible celebration of women and girl athletes and role models
- Sport and recreation environments are welcoming and safe for all women and girls
- Sustained partnerships delivering tangible outcomes
- Demonstrable culture shift across the sector



Strategic Priorities



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ORGANISATIONAL STRENGTH

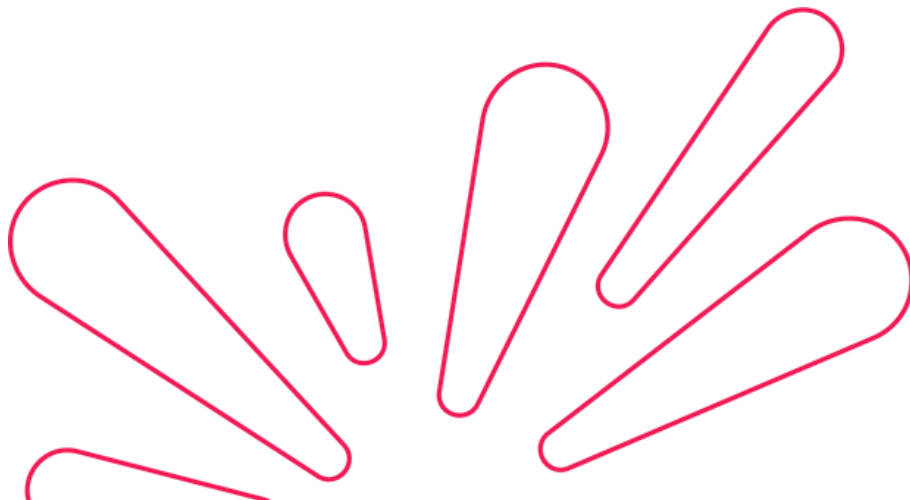
Ensure WSRT has the governance, capability and resources to deliver on our mission

KEY FOCUS AREAS

- Maintain strong governance, financial management and accountability
- Diversify and secure funding streams, including securing corporate partnership(s)/sponsorship(s)
- Build staff capacity and board capability
- Position WSRT as a key delivery partner in achieving state and national priorities for women and girls in sport
- Embed the refreshed brand and digital presence
- Strengthen organisational systems and processes
- Regular strategic reviews and adaptation

SUCCESS LOOKS LIKE

- Diverse, sustainable funding beyond single government sources:
 - Secure ongoing commitment to government funding for WSRT peak body functions and for GAP
 - Secure corporate partnership(s) – may be program specific or general operational contribution
- Skilled, representative board with clear succession planning
- Increased staff capacity to meet strategic goals
- Contemporary, engaging brand and communications
- Strong financial position with reserves
- Agile organisation able to respond to opportunities and challenges



Measuring Success

ANNUAL REVIEW CYCLE

- Track progress against key indicators in each priority area
- Report to stakeholders, funders and members
- Adjust annual operational plans based on learnings and changing context
- Celebrate wins and learn from challenges

KEY METRICS INCLUDE

- GAP: participants, facilitators, programs, financial sustainability, impact data
- Peak body: membership numbers, engagement levels, advocacy outcomes, partnerships
- Sector impact: women and girls participation rates (athletes, coaches, officials), leadership representation (administration, governance), reach of resources, scholarship applicants
- Organisation: funding diversity, staff/board capacity, stakeholder satisfaction, financial sustainability, growth in brand awareness and reputation



Making it Happen

This Strategic Plan will be supported by:

- Annual Operational Plans detailing specific activities, responsibilities, budgets and timelines
- Regular monitoring and reporting to the Board and key stakeholders
- Flexibility to adapt as the landscape changes
- Alignment with the Tasmanian Women and Girls Sport Strategy 2026-2032, to maximise impact and collaboration opportunities
- Collaboration with partners across government, sport, business and community sectors
- Commitment to our mission and the women and girls we serve



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