

## ONE SPORT – ONE TEAM FREQUENTLY ASKED QUESTIONS

### Question 1

What does 'One Sport – One Team' mean, and what is its purpose?

#### Answer

- With many functions duplicated across the sport, Little Athletics WA (LAWA) and Athletics WA (AWA) are reviewing their workforce resource models and functionality to implement a single 'whole of sport' professional staffing structure, which will result in increased efficiencies to the members.
- 'One Sport – One Team' provides the platform from which the entire WA Athletics movement will work together as a united collective, to drive increased capacity, relevance and effectiveness of our sport across WA. It will ensure Athletics in WA moves forward for a successful and sustainable future in what is a rapidly changing sporting sector.
- In the short term, LAWA and AWA local and State competition structures and services will not be altered, however the 'one team' approach will allow the development of improved, clearer pathway structures and governance models to be implemented in the future.

### Question 2

How will 'One Sport – One Team' affect me?

#### Answer

- Immediate changes will be administrative in nature with no change to the current product, participation or competition structures.
- In the longer term, with member endorsement and approval via constitutional change, there will be one governing body, one organisation supporting and delivering the sport of Athletics in WA from grassroots to national representatives.

### Question 3

How will becoming one management team make a difference to the sport?

#### Answer

- The 'whole of sport' structure will reduce administrative duplication across the two organisations, therefore increasing efficiencies through streamlining the business.
- This will help provide vision and direction, guide future growth and capacity, improve coordination, cooperation, and collaboration within the Athletics community in WA to ensure the successful and sustainable future of our sport. There will also be opportunities for the development of clearer pathways and offerings for athletes.

### Question 4

Is this a merger of Little Athletics and Athletics WA?

#### Answer

- No. LAWA and AWA will remain financially independent and be governed by their respective Boards. Future proposals for the formation of one governing body will also see the establishment of advisory panels to ensure the identity and integrity of each organisation is maintained. Any governance change will require constitutional change through member voting.

#### Question 5

Is LAWA being taken over by the AWA or is AWA being taken over by LAWA?

#### Answer

- No. The new structure will be an umbrella for existing athletics groups in WA, both junior and senior who will continue to offer programs specific to the needs of each member group.
- There will be a review of staff and management roles and responsibilities to provide the best level of support for each program. The delivery of the LAWA program and the AWA Strive program will continue as usual, with a process of regular review and continuous improvement to occur.

#### Question 6

What will the 'One Sport – One Team' organisation be called? Will AWA and LAWA be renamed?

#### Answer

- LAWA and AWA (Strive) programs will continue under the one management team. A new organisational name for athletics management in WA has not been finalised. Member input will be sought to assist us in creating an innovative title representative of the 'whole of sport'.

#### Question 7

Who will oversee the one management team?

#### Answer

- An independent consultant has been engaged to review the single 'whole of sport' staffing and organisational structure. Endorsement of the structure will be the responsibility of the LAWA and AWA Boards. Once roles are determined and job descriptions are developed, a selection process will be used to fill roles.

#### Question 8

Who will pay for the co-location, potential new staffing, changes and branding?

#### Answer

- A financial modelling process will be undertaken to determine the costings required to deliver on the new one sport structure. Whilst additional funding assistance is being sought, any further investment by the State bodies will be equitable.

#### Question 9

What are the financial implications for Little Athletics and Athletics WA?

#### Answer

- LAWA and AWA will remain financially independent with equal shared funding costs of the organisational review. In general, surplus LAWA funds will be directed to the grassroots participation and development to achieve growth and sustainability within the sport.

**Question 10**

What will happen with the Little Athletics Office in Leederville?

**Answer**

- The office in Leederville is an asset owned by LAWA. A decision of the future use of the building has not yet been determined. All options will be considered in due course by the LAWA Board in consultation with members.

**Question 11**

Will regular weekly LAWA and AWA competitions change?

**Answer**

- No. There will be no change to LAWA Centre-competitions or AWA Strive competitions.
- The registration age to compete at AWA and their events will remain unchanged in the short term. Athletes who are currently eligible to compete in both AWA Strive competitions and Little Athletics, will still be able to do so.

**Question 12**

Will Little Athletics and AWA State Events and other opportunities continue?

**Answer**

- Yes. Both LAWA and AWA State events will continue as normal with increased efficiencies, staff and volunteer support.
- LAWA members 12 years and older will continue to have the opportunity to register with AWA. The changes will provide a clearer transition to senior athletics, and for those that qualify, to national events.

**Question 13**

What does this change mean for Little Athletics Centres state-wide and their members?  
Will they still be supported as per the current structure?

**Answer**

- Little Athletics Centres and Clubs will continue to be supported by staff experienced in the Little Athletics program, the needs of Centres and Clubs who offer that program, and in any other junior programs relevant to the interests of members.
- Centres can continue to deliver the Little Athletics program as what works best for their Centre and within the LAA event specifications. Centres and their members will continue to be supported by Staff experienced in their requirements.

**Question 14**

Will Little Athletic Centres have to join up with a senior club or vice versa?

**Answer**

- No. Little Athletics Centres and Clubs may operate as they do now; there is no obligation to become a single entity (known as a One Club). However, if you wish to align with a senior club in your area or include older athletes at your Centre, the option is there for you. Several Little Athletics Centres have transitioned to a One Club model providing support to athletes progressing to Senior competition. The program and name of Little Athletics is not affected in this process. If your Centre wishes to transition to a One Club model, support to assist you with this can be provided.

#### Question 15

If Little Athletics Centres and Senior Clubs work together, could this increase the accessibility of athletics within the community?

#### Answer

- By mutual agreement, Little Athletics Centres and Senior Clubs can work together and be innovative with their programs and training. Currently in WA, some clubs have adapted their training to include athletes registered in either or both programs. Some have provided opportunities for Athletics WA members to mentor and coach junior athletes.
- During weekly competition, some Centres already offer the opportunity for senior athletes to integrate and compete. There is significant opportunity within the community to expand this program and to demonstrate that athletes can continue to participate and have fun in athletics well beyond their teenage years.

#### Question 16

Will Little Athletics Centres be allowed to keep the same programs? Will Little Athletics Centres have to provide events for seniors?

#### Answer

- Little Athletics Centres will not be required to change their program to include Seniors. If your Centre decides to work with older athletes or a senior club in your area, the inclusion of additional events or programs suited to senior athletes will be at the Centre's discretion.

#### Question 17

Can Centres/Clubs that offer Little Athletics programs continue to be known as Little Athletics Centres/Clubs?

#### Answer

- Yes. Where Little Athletics Centres wish to affiliate with both LAWA and AWA to provide a supported transition pathway for their athletes they may do so. In this case, a Constitutional amendment will be required to affiliate with both LAWA and AWA. Administration support to assist Centres to progress to a 'One Club' Centre can be provided, if requested.

#### Question 18

What will be the effect on Centre and Club Constitutions and affiliation? Will Clubs and Centres have to change their names e.g. still have "Little Athletics Centre/Club" after their name?

#### Answer

- There will be no directed requirement to amend Constitutions. Centre and Club affiliation forms may change slightly to recognise the reviewed administrative structure however this will not have any effect on programs offered by Centres and Clubs.

#### Question 19

What happens to the Australian Little Athletics Championships (ALAC), Australian All Schools Championships (AASC) and the Australian Junior Athletics Championships (AJAC)?

#### Answer

- ALAC terminology includes the State U13 team and U15 Combined Events team. There will be no changes to the selection of an ALAC team by WA. Changes to the ALAC event are determined by the national body, Little Athletics Australia.
- There will be no foreseeable changes to the selection criteria for AASC or AJAC. Changes to AASC and AJAC events will be determined by the national body, Athletics Australia.

#### Question 20

Will there still be an International Team Trip for Under 14s and 15s?

#### Answer

- Yes. This trip will remain in place with no changes being made.

#### Question 21

Will volunteers have new systems and procedures to learn in a short timeframe?

#### Answer

- No. There will be no change in the short term. The systems currently in place will continue to be enhanced with increased functionality built in to support members. Where appropriate, streamlining of systems and functionality will progress.
- Both AWA and LAWA welcome and encourage new volunteers.

#### Question 22

Will the registration system change? Will the registration fee be increased? Will we still have to pay twice to join juniors and seniors?

#### Answer

- The LAWA contract with Timing Solutions was recently reviewed with increased functionality built in. The contract is valid until the end of the 20/21 season. The LAWA registration system will stay the same during this period, with the inclusion of occasional updates to improve the efficiency and functionality of the platform.
- LAWA registration fees will not increase for the 2019/20 season and will remain the same for the third consecutive year.
- Membership fees are reviewed annually by the Athletics WA and advised to members prior to summer registration.
- 'One Sport – One Team' management will assist in future efficiencies to registration processes across the whole of sport.

#### Question 23

Will there be future changes to age groups to align the differences between LAWA and AWA age group eligibility?

#### Answer

- Age group determination is advised by the National bodies. Any future changes will be at the discretion of LAA and AA.

**Question 24**

Will organisational Awards, Life Memberships, State Records and historical information be lost?

**Answer**

- No. All Awards and records will be maintained and will be continued.

**Question 25**

Who will Centres / Clubs / Members speak to or communicate with now?

**Answer**

- The respective programs for Little Athletics and senior athletics will continue to function as per usual and members will continue to be able to communicate with dedicated staff as they can now.

**Question 26**

Will the organisational change affect Kidsport?

**Answer**

- No. Kidsport is a program administered by the Department of Local Government Sport and Cultural Industries. Little Athletics will remain a registered program with Kidsport, therefore Member access for funding will not be impacted.

**Question 27**

How does the organisational change affect LAWA's and AWA's relationship with their National organisation?

**Answer**

- Each State body has a direct relationship with their National organisation, and this will not change. LAA and AA released a Joint Position Statement in September 2018 stating, "*LAA and AA will redevelop a joint vision and alignment of strategic planning to drive the sport of Athletics forward.*" Recent actions progressing in line with this initiative include shared staff structures and joint projects. The national organisations are supportive of LAWA and AWA progression in the achievement of working better together for the sustainability of the sport of athletics.

**Question 28**

Will there be an impact on the Coaching Structure?

**Answer**

- Coaching accreditation is already nationally aligned following the AA accredited coaching pathway, delivered locally by Athletics WA.
- LAA support this with a modified Introduction to Coaching (ITC) course, presented at minimal cost and aimed at providing parents with the knowledge to assist junior athletes. This is an introductory coaching program to allow participants to take the first step onto the coaching ladder.



**Question 29**

Will there be an impact on the Officiating Structure?

**Answer**

- The existing Officials pathway is already a nationally aligned accreditation. Introduction workshops and further development seminars are delivered by the WA Athletics Officials Club through the existing partnership with LAA and AWA.
- Anyone with an interest in officiating is encouraged to make contact and we can help you on your way. Remember we don't just have to be an athlete to get to the Olympics!

**For more information, please contact either Little Athletics WA or Athletics WA Offices.**