

Goal Area	Educate and Develop Coaches and Officials					
Key Result Area	<b>Objectives:</b> <ul style="list-style-type: none"> <li>Enhance coaching and officiating capabilities and promote continuous learning through targeted coaching and official's courses in Tasmania.</li> <li>Increase the number and quality of coaches and officials available to support players and Tasmanian clubs and associations.</li> </ul>					
Strategies	Actions	Priority	Action Type	Responsibility	Action Completed	
<ul style="list-style-type: none"> <li>Educate and develop coaches and teachers</li> </ul>	<ul style="list-style-type: none"> <li>Organise and deliver one Badminton Australia Foundation Coaching Course annually, targeting a minimum of six participants.</li> </ul>	Annually	Recurrent	Participation Manager		
	<ul style="list-style-type: none"> <li>Facilitate the qualification of one Tasmanian coach as a BWF Shuttle Time Trainer and Tutor through a two-day coaching course in February 2024.</li> </ul>	Feb 2024	One Off	Participation Manager		
	<ul style="list-style-type: none"> <li>Organise and deliver one Shuttle Time Coaching Course, targeting a minimum of six participants.</li> </ul>	Annually	Recurrent	Participation Manager		
	<ul style="list-style-type: none"> <li>Distribute free Shuttle Time resources to a minimum of twenty school PE teachers annually through the Sporting Schools Program.</li> </ul>	Annually	Recurrent	Participation Manager		
	<ul style="list-style-type: none"> <li>Establish a coaching mentor program, targeting newly educated coaches, to provide them with guidance, support, and opportunities for professional development.</li> </ul>	Annually - from 2025	Recurrent	Participation Manager		
	<ul style="list-style-type: none"> <li>Actively promote and encourage a minimum of ten coaches to each participate in two online educational webinars or courses offered by Badminton Australia, Badminton Oceania, and other relevant platforms.</li> </ul>	Annually	Recurrent	Participation Manager		
<ul style="list-style-type: none"> <li>Educate and develop officials</li> </ul>	<ul style="list-style-type: none"> <li>Conduct a state-level introductory umpire course to certify minimum four new umpires.</li> </ul>	August 2024 & 2026	Recurrent	Court Officials Committee Coordinator		
	<ul style="list-style-type: none"> <li>Identify and support one participant enrolling in the BA Referee Course.</li> </ul>	2024 and 2026	Recurrent	Court Officials Committee Coordinator		

# Badminton Tasmania Operational Plan 2024-2027

	<ul style="list-style-type: none"> <li>• Provide support for a 'BA National Umpire' level to attend an assessment and achieve 'Accredited Oceania Umpire' status.</li> <li>• Provide support for one 'Accredited Oceania Umpire' to attend an assessment and achieve 'Certificated Oceania Umpire' status.</li> </ul>	Annually	Recurrent	David Turner	
--	---	----------	-----------	--------------	--

Goal Area	Participation				
Key Result Area	<p><b>Objectives:</b></p> <ul style="list-style-type: none"> <li>Increase participation and promote accessibility and inclusivity across Tasmania by delivering targeted initiatives such as Shuttle Smash, All Abilities, Come &amp; Try, Sporting School, and School Gala Day badminton programs.</li> <li>Engage diverse demographics, foster a love for the sport, and create pathways for ongoing involvement in local clubs and associations.</li> </ul>				
Strategies	Actions	Priority	Action Type	Responsibility	Action Completed
<ul style="list-style-type: none"> <li>Deliver a Shuttle Smash Program</li> </ul>	<ul style="list-style-type: none"> <li>Coordinate with associations, clubs, local community organisations and educational institutions to establish a new Shuttle Smash badminton program in each of the three regions in Tasmania.</li> </ul>	Annually	Recurrent	Participation Manager	
<ul style="list-style-type: none"> <li>Deliver a Come &amp; Try Program</li> </ul>	<ul style="list-style-type: none"> <li>Deliver four Come &amp; Try sessions in Tasmania (at least one Come &amp; Try session in each of the three regions around Tasmania) targeting both children and adults.</li> </ul>	Annually	Recurrent	Participation Manager	
<ul style="list-style-type: none"> <li>Deliver an All-Abilities Program</li> </ul>	<ul style="list-style-type: none"> <li>Deliver an All-Abilities badminton program with a minimum of twenty-five sessions across Southern, Northern and North West Tasmania, collaborating with partner organisations, including The Association for Children with Disability Tasmania, Disability Sport Australia, New Horizons Tasmania, and Paralympics Australia.</li> </ul>	Annually	Recurrent	Participation Manager	
<ul style="list-style-type: none"> <li>Deliver a Sporting Schools Program</li> </ul>	<ul style="list-style-type: none"> <li>Manage and deliver a Sporting Schools badminton program to a minimum of twenty schools around Tasmania.</li> </ul>	Annually	Recurrent	Participation Manager	
<ul style="list-style-type: none"> <li>Deliver a High School Gala Day Program</li> </ul>	<ul style="list-style-type: none"> <li>Organise and deliver competitions for Year 7 - 10 students on the North West Coast of Tasmania, fostering inter-school competition and skill enhancement.</li> <li>BT will investigate the opportunity to expand the program to one new region by 2025.</li> </ul>	Annually	Recurrent	Participation Manager	

Goal Area	<b>High Performance</b>					
Key Result Area	<b>Objectives:</b> <ul style="list-style-type: none"> <li>Improve the performance of Tasmanian badminton players across all age groups and help them achieve their potential by implementing regular high performance training camps, and ongoing support during competitions.</li> <li>Foster talent, personal growth, and friendship among players representing Tasmania.</li> </ul>					
Strategies	Actions	Priority	Action Type	Responsibility	Action Completed	
<ul style="list-style-type: none"> <li>Deliver a Junior Pathway Squad Program</li> </ul>	<ul style="list-style-type: none"> <li>Organise and conduct one two-day high performance training camp and four one-day high performance training camps annually, focusing on skill development for State level junior players.</li> <li>Coordinate an annual interstate camp to provide players with exposure to higher-level competition and training opportunities outside Tasmania.</li> </ul>	Annually	Recurrent	Junior Committee		
<ul style="list-style-type: none"> <li>Deliver a Junior and Senior State Team High Performance Program</li> </ul>	<ul style="list-style-type: none"> <li>Conduct trials and performance assessments to select players for the junior U15, U17, U19 and Senior Teams attending National Championships.</li> <li>Organise regular high performance training camps to prepare selected players for national competition.</li> <li>Provide coaching and support staff during competitions.</li> </ul>	Annually	Recurrent	Junior Committee		

Goal Area	Tournament Competition					
<b>Key Result Area</b>	<p><b>Objectives:</b></p> <ul style="list-style-type: none"> <li>• Improve accessibility and participation, and the competitiveness of badminton players in Tasmania, by conducting annual tournaments catering to both junior and senior players across all skill levels.</li> <li>• Actively review and optimise tournament structures to address challenges and increase junior player involvement, ensuring that tournaments serve as a key driver for the development of players.</li> <li>• Explore better ways to include players living with a disability, fostering inclusivity and diversity within the badminton community.</li> </ul>					
Strategies	Actions	Priority	Action Type	Responsibility	Action Completed	
<ul style="list-style-type: none"> <li>• Deliver Tasmanian Tournaments</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborate with affiliated associations to organise and deliver tournaments annually, catering to both junior and senior players across all skill levels and all abilities.</li> </ul>	Annually	Recurrent	President		
	<ul style="list-style-type: none"> <li>• Review current tournament structures in 2024 to optimise participation and engagement, exploring ways to reduce travel burdens, address challenges and increase participation, especially for junior players and players living with a disability.</li> </ul>	Feb 2024 – July 2024	One Off	President and Junior Committee		

Goal Area	<b>Governance</b>				
Key Result Area	<b>Objectives:</b> <ul style="list-style-type: none"> <li>Continuously improve the governance of the sport in line with Sport Integrity Australia's Good Governance Principles.</li> </ul>				
Strategies	Actions	Priority	Action Type	Responsibility	Action Completed
<ul style="list-style-type: none"> <li>Strategic and Operational Planning</li> </ul>	<ul style="list-style-type: none"> <li>Develop a Strategic and Operational Plan for 2024-2027</li> </ul>	April 2024	One Off	Board & Participation Manager.	
<ul style="list-style-type: none"> <li>Governance and Organisational Enhancement</li> </ul>	<ul style="list-style-type: none"> <li>How: Complete the online Governance and Organisational Enhancement Plan at <a href="https://www.sportaus.gov.au/club-development">https://www.sportaus.gov.au/club-development</a></li> </ul>	May 2024	Recurrent	Board	
	<ul style="list-style-type: none"> <li>Engage a consultant to conduct one annual governance workshop for the BT Board.</li> </ul>	Annually from June 2024	Recurrent	President	
<ul style="list-style-type: none"> <li>Child Safety</li> </ul>	<ul style="list-style-type: none"> <li>Register BT with the Working with Vulnerable People Employer Portal and use the portal to manage its employees and volunteers. See: <a href="https://cbos.tas.gov.au/topics/licensing-and-registration/work-with-vulnerable-people/employer-obligations">https://cbos.tas.gov.au/topics/licensing-and-registration/work-with-vulnerable-people/employer-obligations</a></li> </ul>	March 2024	Recurrent	Secretary	
	<ul style="list-style-type: none"> <li>BT to provide the National Principles for Child Safe Organisations to all coaches, managers, officials, administrators, and players selected in State Teams and receive acknowledgement that they had read and understood the principles.</li> <li>BT to facilitate all coaches, managers, officials, administrators, and players selected in State Teams completing the Safeguarding Children and Young People in Sport Induction Course.</li> </ul>	Annually	Recurrent	Secretary	
	<ul style="list-style-type: none"> <li>Implement and maintain robust policies (including the <i>Safeguarding Children and Young People Policy</i> and the <i>Child Protection Risk Management Policy</i>) and procedures to incorporate the National Principles for Child Safe Organisations.</li> </ul>	March 2024 – June 2024	Recurrent	Secretary	
	<ul style="list-style-type: none"> <li>Implement an onboarding process for all new personnel that involves conducting working with children checks, checking that they have the required qualifications for their role that are current, that they have completed the <i>Safeguarding Children and Young People in Sport Induction Course</i>, and that they complete an induction to ensure that they have read and understood BT's policies and Code of Conduct and are aware of their responsibilities to children and young people.</li> </ul>	March – June 2024	Recurrent	Secretary	

<ul style="list-style-type: none"> <li>Member Protection Information Officers (MPIOs)</li> </ul>	<ul style="list-style-type: none"> <li>Educate and maintain one MPIO in each region of Tasmania and have MPIO details publicly available on the BT website.</li> </ul>	April 2024	Recurrent	Secretary	
<ul style="list-style-type: none"> <li>Member engagement</li> </ul>	<ul style="list-style-type: none"> <li>Organise and conduct online meetings with clubs and associations to discuss and review existing constitutions, strategic plans, policies, and governance matters.</li> </ul>	Annually	Recurrent	President	
	<ul style="list-style-type: none"> <li>Prepare and implement a concise communication plan to inform volunteers and participants about coaching courses, workshops, and events. Use social media, emails, and direct communication channels to ensure maximum engagement and participation.</li> </ul>	January 2025	Recurrent	Board	
<ul style="list-style-type: none"> <li>Board skills and training</li> </ul>	<ul style="list-style-type: none"> <li>Badminton Tasmania to implement an Induction Plan for new Board members. See: <a href="https://www.clearinghouseforsport.gov.au/networks/governance-resource-library-for-sporting-organisations#board_induction">https://www.clearinghouseforsport.gov.au/networks/governance-resource-library-for-sporting-organisations#board_induction</a></li> </ul>	November 2024	One Off	Board	
<ul style="list-style-type: none"> <li>Board Gender Diversity</li> </ul>	<ul style="list-style-type: none"> <li>Maintain a gender diverse Board of not less than 40%.</li> </ul>	Annually	Recurrent	Board	
<ul style="list-style-type: none"> <li>Finances</li> </ul>	<ul style="list-style-type: none"> <li>Develop an annual budget and share with stakeholders.</li> </ul>	Annually	Recurrent	Treasurer	
	<ul style="list-style-type: none"> <li>Prepare an audited financial report to present at the Annual General Meeting in compliance with Badminton Tasmania's Constitution.</li> </ul>	Annually	Recurrent	Treasurer	
<ul style="list-style-type: none"> <li>Policies and procedures</li> </ul>	<ul style="list-style-type: none"> <li>Review the BT constitution and its policies to ensure that they are current and up to date.</li> <li>Review BT procedures to ensure they are aligned with the BT constitution and BT policies.</li> </ul>	Annually	Recurrent	Board	
<ul style="list-style-type: none"> <li>National Integrity Framework</li> </ul>	<ul style="list-style-type: none"> <li>Actively promote BT's National Integrity Framework suite of policies to all stakeholders, including the <i>Safeguarding Children and Young People Policy</i>, the <i>Member Protection Policy</i>, the <i>Complaints, Disputes and Discipline Policy</i>, the <i>Competitive Manipulation and Sport Gaming Policy</i>, the <i>Improper Use of Drugs and Medicine Policy</i>, the <i>Australian National Anti-doping policy</i>, and the <i>Code of Conduct</i>.</li> </ul>	Annually	Recurrent	Secretary	

Goal Area	Revenue					
Key Result Area	<b>Objectives:</b> <ul style="list-style-type: none"> <li>Improve the revenue streams available to BT to ensure its ongoing financial sustainability and operational effectiveness.</li> </ul>					
Strategies	Actions	Priority	Action Type	Responsibility	Action Completed	
<ul style="list-style-type: none"> <li>Revenue streams</li> </ul>	<ul style="list-style-type: none"> <li>In conjunction with Badminton Australia conduct a review of the affiliation fee structure between BA and its members.</li> </ul>	June 2024	One Off	Board		
	<ul style="list-style-type: none"> <li>Review the BT affiliation model with associations and clubs.</li> </ul>	June 2024	One Off	Board		
	<ul style="list-style-type: none"> <li>Review the revenue streams available to BT through BA and strengthen the partnership with BA to jointly pursue future funding opportunities for programs aimed at enhancing badminton in Tasmania.</li> </ul>	Annually	Recurrent	Board and Participation Manager		
	<ul style="list-style-type: none"> <li>Explore alternative revenue streams outside grant funding and affiliation fees, with the first stage to establish alternative revenue streams to sustain the All-Abilities Program beyond the expiration of the current funding agreement with the Department of Social Services on 30 June 2024.</li> </ul>	April 2024 to July 2024	One Off	Board and Participation Manager		
<ul style="list-style-type: none"> <li>Funding &amp; Grants</li> </ul>	<ul style="list-style-type: none"> <li>Apply for annual funding through the Active Tasmania State Grants Program and complete all annual reporting and acquittal requirements by the due dates.</li> </ul>	Annually	Recurrent	Participation Manager		
	<ul style="list-style-type: none"> <li>Seek guidance from Active Tasmania on strategies and initiatives that Badminton Tasmania can implement to enhance its eligibility and competitiveness for increased funding opportunities.</li> </ul>	April 2024	One Off	President		
	<ul style="list-style-type: none"> <li>Identify the specific needs of associations and clubs for the repair and replacement of equipment that is past its useful life.</li> <li>Apply for funding to assist clubs and associations to repair or replace the equipment identified.</li> </ul>	Annually	Recurrent	Participation Manager		



Goal Area	<b>Infrastructure/Facilities</b>					
Key Result Area	<b>Objectives:</b> <ul style="list-style-type: none"> <li>Improve the use of existing facilities to increase participating across Tasmania and seek opportunities to build or source a new facility.</li> </ul>					
Strategies	Actions	Priority	Action Type	Responsibility	Action Completed	
<ul style="list-style-type: none"> <li>New facilities</li> </ul>	<ul style="list-style-type: none"> <li>Conduct a review and stocktake of existing infrastructure/facilities (badminton courts and available times) around Tasmania to assist local clubs and associations maximise participation.</li> <li>Assess how the surplus capacity can be turned into a revenue stream for BT.</li> </ul>	October 2024	One Off	Participation Manager		
	<ul style="list-style-type: none"> <li>Prepare a coordinated plan to build or source new infrastructure/facilities to increase participation and provide a future revenue stream to BT.</li> </ul>	From January 2025	One Off	Board		