

Footy for Newly Arrived Families

Evaluation Report
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Executive Summary

This report provides an account of the Sandgate Hawks Australian Rules Football Club iteration of the Footy for Newly Arrived Families (FFNAF) program that was held in November 2019. Conversations and interviews with key stakeholders (e.g., clients, AFL Queensland, club members), observations of all program sessions, and quantitative data provided by Welcome Sport inform the findings of this report.

FFNAF is a new, joint initiative between Welcome Sports, AFL Queensland and host clubs to provide newly arrived Queenslanders with an opportunity to play AFL and, simultaneously, promote diversity and new membership amongst host clubs.

Key findings are divided into three sections: participant overview, program processes, and program outcomes. Key process themes included: *the client experience is driven by the club and AFL Queensland, genuine and unforced interactions, stakeholder involvement and communication, overcoming the language barrier, and kids are kids*. Key outcome themes included: *greater client confidence and engagement on and off the field, knowledge and enjoyment of the game, FFNAF humanises refugee and migrant participants, FFNAF is beneficial for multiple stakeholders, and staying involved*.

It is concluded that the FFNAF Sandgate program was beneficial for all involved from physical, social, and psychological perspectives.

Despite the positivity associated with the program, there are several recommendations to enhance future iterations of the program. These are in relation to:

- Greater breakdown of groups;
- Balanced ratio of young clients to club children;
- The timing of the program;
- Choosing the club and club members wisely;
- Greater clarity and consistency for stakeholders.

There are also several limitations associated with this evaluation of the FFNAF Sandgate program. First, data collection was predominantly observational and, while these observations and informal conversations provided a rich account of the program, there remained a heavy reliance on interpretation and subjectivity without opportunities for ongoing co-creation of meaning and clarification of themes. Moreover, there were no pre- to post-program data collection/analysis. Thus, when reading this report, it is necessary to keep in mind that we cannot say with certainty that some of these outcomes are a direct result of the program. Finally, there is no evidence of the long-term influence of this program, or of the influence this program has on participants in their everyday lives. Additional data collected over an extended timeframe would provide greater insight into the long-term influence of this program.

Introduction

Queensland is a culturally and linguistically diverse state. The most recent Census data showed that one in three Queenslanders were born overseas or had at least one parent who was born overseas.¹ These statistics amount to more than 1.7 million people from over 220 countries calling Queensland home. Additionally, 11.2% of the Queensland population speak a language other than English at home. Arriving in a new country poses a unique set of challenges that newly arrived Queenslanders must navigate in order to successfully settle in their new home. These challenges include, but are not limited to, cultural differences, language barriers, social exclusion, and discrimination.² Sport has been identified as a vehicle that can potentially mitigate these challenges and ease the transition of newly arrived migrants and refugees.³

Sport has the potential to provide refugee and migrant participants the opportunity to learn new physical skills, as well as provide myriad non-sport benefits. These non-sport benefits include educating participants about healthy behaviours, development of life skills, and addressing social issues.⁴ Within Australia, AFL is a significant national sport with participants from diverse cultural backgrounds. Introducing newly arrived Queenslanders to AFL has the potential to ease their transition as they adjust to their new surroundings. It is important, however, to acknowledge that sport in and of itself does not result in positive outcomes; rather, it is the way sport is provided and experienced.⁴ Therefore, to understand the potential benefits of sport, the processes and desired/actual outcomes need to be understood.

The purpose of this report is to detail the monitoring and evaluation of the FFNAF Sandgate program, which was a four-week introduction to AFL. This program aimed to provide newly arrived Queenslanders with an opportunity to learn about AFL and connect with a local AFL club. Previous iterations of FFNAF were conducted at Yeronga- and Calamvale-based AFL clubs; however, this iteration with the Sandgate Hawks provided an opportunity to externally monitor and evaluate the FFNAF program. This report will be limited to FFNAF Sandgate program.

Approach

The approach to the FFNAF program evaluation followed Fred Coalter's sport-in-development monitoring and evaluation framework.⁴ FFNAF was identified as a "sport plus" program, where sport and non-sport outcomes were of interest. Based on Coalter's framework, the monitoring and evaluation of FFNAF was ongoing across the four-week program and was guided by the aims and objectives of the program. One of the guiding principles of this evaluation was to understand both the processes and the outcomes associated with the FFNAF program, identifying "what happened" and "how and why it happened".⁵ To identify the relevant components for the monitoring and evaluation of FFNAF, a logic model (see Appendix 1) and process evaluation (see Appendix 2) were created.

Of importance was to identify and understand the views and experiences of the key stakeholders in this program, as well as the program's aims.

Key stakeholders:

- **AFL Queensland (Development Coordinator):** game development; provided overarching structure to sessions;
- **AFL Queensland (Multicultural Lead):** provided ongoing support and connection between clients and AFL clubs;
- **Brisbane Lions:** filming during week 3;
- **Case Managers (Multicultural Australia):** sign up clients to the program, book CSWs to provide support;
- **Cultural Support Workers (CSWs; Multicultural Australia):** logistics (e.g., pick up/drop off clients, translation);
- **Newly arrived Queenslanders:** FFNAF participants predominantly from Syria;
- **Sandgate Hawks Australian Rules Football Club:** hosted the program; provided venue and coaches;
- **The University of Queensland:** monitoring and evaluation of the program;
- **Welcome Sport:** liaise across stakeholders, oversee the running and organisation of the program.

Broad Aims

- Provide opportunities for people to play, learn and connect to Australia's national game;
- Support AFL Queensland clubs to connect with newly arrived Queenslanders;
- Support AFL Queensland clubs to be more diverse and inclusive;
- Use sport as a way to connect and integrate refugee migrant communities into Australian society (intra- and inter-personal focus; see Appendix 1).

To understand the processes and outcomes associated with the FFNAF program, multiple data generation techniques were used. Most prominently, two members of the evaluation team undertook observations at all four of the FFNAF sessions that were delivered at the Sandgate Hawks. Additionally, interviews and informal conversations were undertaken with a range of stakeholders including, AFL Queensland, Sandgate Hawks coaches and parents, clients, CSWs and Welcome Sport staff. Quantitative data regarding client demographics were also provided by Welcome Sports.

Findings

The findings are divided into three specific sections. First, an overview of participant demographics is provided. Second, qualitative themes are discussed. These themes were derived from interviews, conversations and observations with various stakeholders. In line with the overarching approach, themes are categorised as process and outcome. Process themes detail how the program was conducted; whereas outcome themes detail what happened.

Participant Overview

In total, there were 34 Multicultural Australia clients who participated in the FFNAF Sandgate program. These participants primarily had very little or no sporting experience; those who had played sport previously typically came from a soccer background. Based on program observations, the majority of clients attended all four sessions.

Client Age

There was a wide age range of clients. Tables 1 and 2 provide a breakdown of client ages.

Table 1. Client ages (under 18)

| Age range | Number |
|--------------|-----------|
| 5-10 | 7 |
| 10-12 | 4 |
| 15-17 | 2 |
| Total | 13 |

Table 2. Client ages (over 18)

| Age range | Number |
|--------------|-----------|
| 18-19 | 1 |
| 20-29 | 7 |
| 30-39 | 7 |
| 40-49 | 4 |
| 50-59 | 2 |
| Total | 21 |

Client Ethnicity and Language

The majority of clients were Syrian and spoke Arabic; however, as Figures 1 and 2 demonstrate, clients came from diverse backgrounds and spoke different languages.

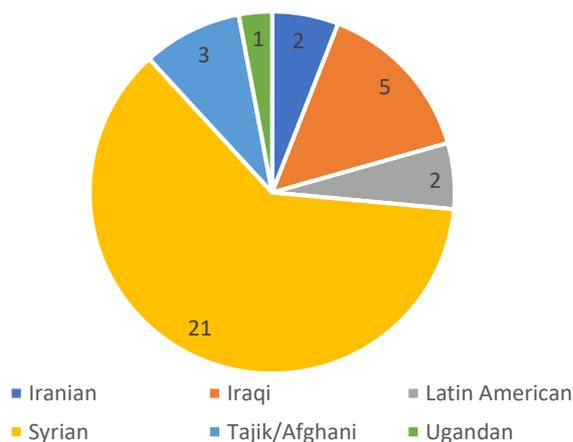


Figure 1. Client ethnicity

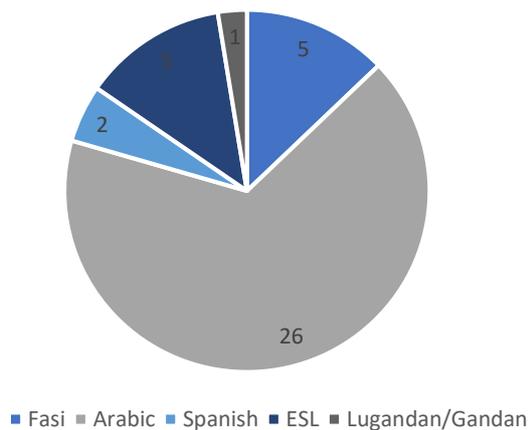


Figure 2. Client language

NB: ESL = English as second language.

NB: total is higher than total participants as several clients listed two languages

The clients varied with respect to ethnicity and age. The program provided new opportunities for clients to be physically engaged in ways that they had never or rarely been involved in previously.

Process

There are five process themes detailed below. Each theme contains a description and, where possible, quotes from relevant stakeholders. Although these themes are not always independent of each other, each theme has its own unique focus/contribution to understanding the process of the FFNAF program. Themes are presented in order of perceived importance.

The client experience is driven by the club and AFL Queensland

The club and its members (i.e., coaches, young players) were centrally important to the client experience. At the Sandgate Hawks program, there was a sincere engagement from the club to provide a positive experience for the clients. The resultant genuine interactions were observed in formal and informal ways. For example, the Junior Club President's welcome to the clients on the first night included him mentioning that, "we want you to feel welcome at the club as well as in Australia." This attitude was reiterated by the Junior Club President after the final session where he stated that hosting this program, regardless of whether they gained new club members was "the right thing to do." Speaking to one of the club parents, whose daughter was involved in the sessions, she stated that she's "not surprised the club put their hand up for a program like this."

Nothing appeared to be an issue for the club and AFL Queensland staff. The first night presented some challenges for the club and AFL Queensland staff; however, these were quickly overcome by everyone working together to ensure the clients had a positive experience. For example, clients did not have drink bottles and the club had not provided any either on the first night; however, in subsequent weeks, the club/AFL Queensland donated drink bottles to all participants. Furthermore, at times during the sessions, coaches required equipment they did not have immediately to hand; however, this equipment quickly appeared as there were always club helpers who were able to quickly retrieve it from another location.

Program providers were sensitive to the needs and circumstances of the participants and were highly responsive.

Genuine and unforced interactions

Over the four weeks, relationships were established between clients and AFL Queensland / Sandgate Hawks club members. These relationships and the interactions were predominantly informal and casual. For instance, at the end of the first session, one of the young clients and a young club member (both appeared to be roughly the same age) were seen practicing handballing, a skill they had learnt during the session, with each other. After the final session, one of the teenage club members asked the young clients for a photo and another teenage club member remarked that she felt "sad knowing we might not see them again."

The genuine and repeated involvement of club-members (i.e. coaches and junior players) fostered meaningful connections and acceptance.

Stakeholder involvement and communication

There are multiple stakeholders who were invested in providing a positive, client-centred experience for newly arrived Queenslanders. These stakeholders include Welcome Sport, Multicultural Australia, AFL Queensland, and the Sandgate Hawks Australian Rules Football club. These stakeholders interacted in a variety of ways to support the clients' experiences. For instance, all clients required transport to and from the program, which was arranged by case managers and provided by cultural support workers. Additionally, the Junior Club President was provided with a 2-hour training session "about refugees and some of the situations they might have come from and what they might be like when meeting them".

Although these stakeholders were all responsible for creating a positive environment, at times, communication amongst stakeholders was unclear. For example, speaking with a staff member from AFL Queensland, he was told clients would be children and teenagers; however, as presented in Table 2, a large portion of clients were adults; “having the adults kind of threw a spanner in the works, the fact that it’s such a big gap.” Furthermore, although the Junior Club President attended a training session, he was responsible for translating this information to the club coaches. Given these coaches were not overly familiar with coaching refugee and migrant participants, widening the training session to include all club members who are going to be involved over the course of a program would be a worthwhile endeavour. The overall aims of the FFNAF also remained somewhat unclear (see Appendix 1).

While not uncommon in community-based sport programs, clarity of communication (especially with respect to purpose) was identified as an area for future improvement.

While present, the language barrier was overcome

The language barrier influenced the running of the sessions. There were times when the language barrier slowed drills/games down and caused some frustration for clients. For instance, speaking with one of the coaches, he remarked that “it can be frustrating when you don’t know what’s going on.” This frustration was observed in some of the clients during games where they were unsure why the whistle had blown. Ultimately, however, this language barrier did not matter. Coaches provided visual demonstrations for clients, which helped remove the language barrier and, according to the Junior Club President, “[AFL] breaks down barriers. Smiles and laughter, you don’t have to speak the same language.”

Translators were also vitally important to the running of the program. These individuals ensured key information/instructions were provided to clients. Having a dominant language (Arabic) made this process easier as there was only one translation.

Program provisions (e.g. Cultural Support Workers), enhanced the quality of engagement regarding the development of physical skills as well as the formation of relationships between coaches, club members, and clients.

Kids are kids

Speaking with club coaches and AFL Queensland staff, there was a feeling that it “didn’t matter” that young participants were newly arrived. The skills and drills and the young clients’ interactions with them were perceived to have little difference to locally run Auskick (entry program) sessions. Speaking with one of the club coaches who was predominantly responsible for running the sessions with the young clients, he stated that, some kids pick it up faster than other kids, it’s really no different.

The flexibility afforded by already established entry-level programs (e.g., Auskick) enhanced the comfort of providers and the experience of participants.

Outcomes

There are five outcome themes detailed below. Similar to the previous section, a description of the theme is provided and, where possible, associated quotes from relevant stakeholders are provided.

Greater client confidence and engagement on and off the field

Clients exhibited greater levels of confidence throughout the program. The biggest shift was seen between week 1 and 2; clients went from being somewhat apprehensive (not all of them) towards external stakeholders (e.g., UQ consultants, AFL Queensland, club members) to freely interacting amongst different groups and on their own drifted down the field to play. On the field, clients began engaging independently with Club members and AFL Queensland staff prior to sessions commencing.

Improvements in client confidence were observed.

Knowledge and enjoyment of the game

Speaking with clients prior to the first session, they had very little knowledge of AFL. Some clients had seen games on television, others referred to other football codes (e.g., rugby union, rugby league) when speaking about AFL. Their main reason for joining the program was to gain knowledge of the game and to learn new skills. Throughout the four weeks, clients participated in drills and games that taught them the foundational skills of AFL. The final week culminated in games for the young clients and the adult clients. These games, while fun in spirit, had an element of competition that was seen in the speed and intensity of some participants. The majority of the clients were able to execute the skills they had learned over the preceding three weeks. Although there was a mixed range of skills, not dissimilar from other learn to play programs, clients demonstrated learning and improvement across the four weeks.

Improvements in client competence were observed.

FFNAF humanises refugee and migrant participants

Working with and getting to know refugee and migrant participants was an important and humanising experience for the club members. Multiple stakeholders (e.g., club parent, cultural support worker) referred to the role of the media in presenting an unrepresentative (and generally negative) view of refugees and migrants in Australia. This FFNAF program gave Australians an opportunity to get to know and engage with newly arrived individuals and families that challenged the dominant media portrayals.

This program served to humanise refugee and migrant participants to support more harmonious relationships and mutual understanding.

FFNAF is beneficial for multiple stakeholders

Building on the previous theme, there were broader benefits of this FFNAF program that extended beyond the clients. For AFL Queensland, it was an opportunity to recruit multicultural participants; for the club, it was a humanising experience and an opportunity to recruit new club members and improve the diversity of their club; for the cultural support workers, this program provided an exciting work activity that differed from the more routine tasks they are involved with such as taking clients to school and helping clients set up bank accounts.

It was not only the newly-arrived Queenslanders that that experienced benefit from this program – local coaches, club members, and other program personnel reported enhanced feelings of acceptance, purpose, and sense of community.

Staying involved

If clients wanted to remain involved in AFL, there were multiple ways for them to do so (e.g., as fans, as players). For these clients, ongoing support from AFL Queensland and Multicultural Australia is available to ease their transition into a club. AFL Queensland are able to assist with making connections with appropriate clubs and provide assistance with registration fees and boots. Moreover, case managers determine the level of support their clients receive; therefore, it is possible that cultural support workers may be available to provide transportation and translation. The Sandgate Hawks also encouraged the clients to join their club, which at least one client had done. Club members also suggested that some of the young women would fit in well with their female team program.

There are multiple opportunities and levels of support for clients to continue to remain engaged in community-based sport beyond the life of this program.

Discussion

The outcomes of being involved in the FFNAF were varied and positive. These outcomes included clients developing their AFL skills and knowledge; greater levels of client confidence when interacting with stakeholders; the development of relationships between clients and the club/AFL Queensland; and the humanising experience that came from working with newly arrived Queenslanders. Therefore, there were sporting and non-sporting benefits related to the FFNAF program.

These outcomes were likely a result of the week-to-week processes where the club and AFL Queensland played a large part in creating a positive experience for the clients. The club and AFL Queensland engaged in genuine and unforced interactions and overcame obstacles that were presented (e.g., language barrier, missing equipment). Furthermore, multiple stakeholders worked together to provide clients with a positive experience.

To further understand these findings and their importance, we turn to basic psychological needs theory (BPNT). According to BPNT, every human, regardless of age, culture, religion, or ethnicity, has three basic psychological needs that are necessary for personal growth and psychological well-being.⁶ These needs are *autonomy* (being the origin of your own decisions and actions), *competence* (effectively interacting with tasks and challenges), and *relatedness* (feeling connected with others).⁶ However, when these needs are thwarted, participants are more likely to report negative experiences.⁷

Psychological needs are satisfied (or thwarted) by the environment in which people participate in. When coaches provide an environment that is structured; need supportive; and where positive, caring relationships exist, the three psychological needs are fulfilled and participants experience higher quality motivation and outcomes.⁸ When considering the FFNAF program, the club coaches and AFL Queensland played a large role in designing and delivering training sessions that had the ability to fulfil or thwart clients' basic psychological needs. From the results discussed above, these sessions and the environment created facilitated the positive outcomes experienced by clients and club members.

When it comes to the FFNAF program, basic psychological needs can be primarily considered from the client-perspective for sporting and non-sporting outcomes. Given the club's and AFL Queensland's central role in designing and delivering the sessions, and the importance of the environment in fulfilling basic psychological needs, it is also important to consider these three needs from their perspective, where relevant.

Autonomy

Autonomy is largely experienced by making decisions and having a sense of control over those decisions and subsequent actions. Providing clients with opportunities to have input into drills and skills (typically associated with autonomy in a sport context), may not have been appropriate in this setting. Given clients' low AFL-specific knowledge and skill level, they did not possess the requisite knowledge to engage in this level of decision making. Thus, the coaches' drills and games that were pre-planned provided the necessary structure for clients to effectively interact with the tasks. However, clients were able to move in and out of drills freely and participate in the sessions to the extent they were comfortable with.

The coaches appeared to operate with a great degree of autonomy. From an observational perspective, the club and AFL Queensland were instrumental in the design and delivery of the four sessions. There did not appear to be a required format. The significance of these coaches operating autonomously is that, when coaches experience autonomy, their players, or in this case the clients, experience the positive flow-on effect.⁹

Competence

Clients developed their AFL-specific skills and knowledge across the sessions. Clients, therefore, developed greater levels of competence. This enhanced competence was aided by coaches adjusting skills and drills week to week to reflect clients' greater understanding of the game.

From a non-sport perspective, clients' confidence interacting with relevant stakeholders also increased. They became more effective at interacting with stakeholders outside of their immediate circle (other clients and CSWs). Although there are differences between confidence and competence, clients appeared to be more effective in these interactions as the weeks went on, thus simultaneously demonstrating their competence.

There was no evidence that clients' involvement in the FFNAF program led to increased ability to interact with their local surroundings away from the FFNAF sessions.

Relatedness

The interactions between clients, and amongst clients and club members and coaches was the most powerful aspect of this program to observe. These interactions are examples of the development of relatedness – the connection between people. Amongst refugee and migrant populations, social isolation is a potential barrier to integration and a signpost for mental ill-health.² Therefore, creating relationships with others is centrally important.

Although clients and club members and coaches developed relationships across the four weeks, there is no evidence that the clients from this program remain involved with or connected to the club and its members.¹ This is perhaps unsurprising given the program has only recently finished, and the lead in to the end of year means there are no club-based programs for clients to join until early next year. Despite the dearth of evidence pertaining to the long-term connections between clients and the club, ongoing support was available from multiple stakeholders (e.g., AFL Queensland, Multicultural Australia).

¹ One client reportedly joined the club following the FFNAF program; however, his level of involvement with the club is unknown.

Conclusions and Recommendations

The FFNAF Sandgate program was a largely positive experience for all involved. Clients got to experience a new sport that is significant within the Australian landscape; and the club had the opportunity to engage with a diverse group of potential future club members. Relationships were forged between coaches, club members, and clients, which was a powerful experience; however, the ongoing nature of these relationships now the program has ended remains unknown.

To add to future iterations of the FFNAF program, below are some recommendations that could, depending on circumstances, be implemented to enhance the experience for all stakeholders.

Greater breakdown of groups

Groups were separated based on age, where children and adults completed different training sessions on the same field. There were, however, clearly separate groups within the adults; “even with the adults, it’s still a big gap...there’s adults and children but even then, we’ve got athletic and older adults...it’s working alright but as the game goes on, people slowly take themselves out because some of the boys are really into it” (AFL Queensland coach). If numbers permitted, further separating adults into younger and older adults may provide an enhanced experience for everyone.

Balanced ratio of young clients with club children

One of the central aims of the FFNAF program is to integrate clients into the local community; based on one of the process themes (kids are kids), achieving a more balanced ratio of newly arrived children and club children may further promote this aim. Teenage club members provided great support to the young clients; however, there was only one club member who was around the same age of the young clients. Therefore, to enhance the connections of the young clients with club children, conducting sessions with relatively equal numbers may promote greater interaction.

Timing of the program

In order to enhance the likelihood of clients transitioning into joining a club, providing immediate opportunities to joining club-based programs would maintain the momentum created throughout the program. Having a time delay where clubs are not beginning new seasons/programs for several months may reduce the likelihood that clients will continue.

Choose wisely

One of the central findings of this evaluation was that a positive client experience is heavily dependent on the club and AFL Queensland. Therefore, deciding where to hold future FFNAF needs to be carefully considered. Moreover, clubs should purposefully select coaches and young club members who have a genuine interest in being involved or prior experience in such a program to ensure its effective running and a positive experience for newly arrived individuals and families.

Greater clarity and consistency for stakeholders

Similar to the above recommendation, having a consistent presence from AFL Queensland across all iterations of the program may help to ensure appropriately structured sessions for clients. Moreover, a clear understanding of the aims and objectives of the program across stakeholders is needed. For instance, the club coaches only became aware of the program through their ongoing involvement, rather than knowing what the program was about prior to it starting. Additionally,

club and AFL Queensland coaches may be able to better prepare sessions with greater clarity regarding clients (e.g., age breakdown).

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Appendix 1: Logic Model

Introduction

Footy for Newly Arrived Families (FFNAF) is a 4-week programme run by Welcome Sports and the Sandgate AFL Club. The purpose of this document is to outline the various components of the programme that will guide data collection and analysis.

Aims and Objectives

There are sporting and non-sporting aims for clients and the AFL club.

Sporting aims

- Provide opportunities for people to play, learn and connect to Australia's national game
- Support AFL Queensland clubs to connect with newly arrived Queenslanders

Non-sporting aims

- Support AFL Queensland clubs to be more diverse and inclusive
- Use sport as a way to connect and integrate refugee migrant communities into Australian society (intra- and inter-personal focus)
 - o Extend social networks
 - o Health and wellbeing, reduce social isolation

Roles and responsibilities

- WS
- UQ
- Sandgate AFL Club
- AFL/Lions?

Training of peer leaders/coaches/educators: Outcome 1

Peer leaders are a large component of SfD programmes and also feature as part of Welcome Sport's goals/key deliverables (e.g., "to deliver work experience, volunteering and causal paid roles for young refugees and migrants in Welcome Sport"; see WS Strategic Plan); the role of peer leaders, and their potential training, for FFNAF is currently unknown.

The Sandgate AFL Club are responsible for the running of the FFNAF programme. In conversation with Welcome Sport, these coaches have received support regarding coaching diverse populations. Previous emails outline there have been some recent changes in the coaching structure within the club. The background of the coaches, their level of preparedness, and their knowledge of this programme and its aims is currently unknown.

Programme content: Outputs

Specific aspects of the programme that are implemented to achieve set outcomes

- What aspects of the programme are targeted at the desired outcomes (e.g., development of self-esteem/confidence)?

The programme content is currently unknown.

Sporting inclusion

Currently, 35 clients are enrolled in the FFNAF programme.

Age breakdown:

13 < = 11

13-18 = 13

18+ = 10

Gender breakdown unknown

Ethnicity includes Syrian (majority), Latin American, Afghanistan, Iraq, Uganda.

The preferred language for the majority of clients is Arabic

Process: The 'necessary conditions'

Nature and quality of experience is central to achieving desired outcomes. For the FFNAF programme, the 'necessary conditions' are being framed through basic psychological needs theory. The necessary conditions are, therefore, a need supportive environment where participants' need for autonomy, competence, and relatedness is fulfilled.

Sporting Outcomes

There are two key foci for sporting outcomes for the FFNAF programme:

1. Development of AFL-specific skills, knowledge, and experience
 - a. Sport-based competence
2. Connect AFL Queensland clubs with newly arrived Queenslanders (to improve club participation and potentially identification of talent?)

Individual Outcomes 1: Personal development

Improved social connection within the refugee migrant community and with the AFL community (relatedness)

Greater independence, personal control and self-sufficiency (autonomy)

Is there a non-sport-based competence here as well? Becoming more competent in navigating/negotiating local surrounds?

Positive attitudes towards their sporting experience

Individual Outcomes 2: Knowledge and behaviour

This outcome is the combination of the way the programme is experienced and understood as well as the more formal sports plus element – is this relevant to the current programme evaluation?

Currently, it is unknown whether there is a more formal sports plus element to FFNAF

Appendix 2: Theory of Change

| Aims/objectives | Inputs 1 | Inputs 2 -> Outputs 1 | Outputs 2 | Sporting Inclusion | Sporting Outcomes | Ind. Outcomes 1 | Ind. Outcomes 2 |
|--|---|--|---|---|--|---|-----------------------|
| Philosophy | Resources | Developing People | Programme | Participants | Sport | Personal Development | Knowledge & Behaviour |
| What Sporting aims Non-sporting aims See Logic Model | What - Equipment & facilities - Coaches – AFL club; Lions/ AFLQLD? - Connection to AFL club - Transporters - Translators? | What - Development of coaches - Upskilling of clients to eventually take on leadership roles(?) | What - Volume (number of sessions, gender, leader:client ratio) - Programme delivery | What - Participant demographics - Frequency/ continuity of participation - Intention to continue beyond programme | What - Sport-based competence/skill development - Connect AFL club with new players/talent | What - Sense of social connection - Non-sport-based competence - Increased autonomy, independence | What |
| Why - Provides basis for programme delivery - Provides basis for M & E | Why - Identify challenges and facilitators to programme participation, delivery, and M&E - Areas for improvement for subsequent programme iterations | Why - Builds individual capacity - Programme sustainability - Promote diversity in leadership positions | Why - Efficiency – what’s being produced with the available resources? - Delivered as intended (programme fidelity)? | Why - One of the key aims of the programme - Ensure programme is meeting target demographic | Why - Aligns with key aims of programme - Sport-based competence contributes to non-sport-based outcomes - Benefit to the AFL club and the sustainability of the programme | Why - Sport plus focus - Key aspect of determining programme effectiveness | Why |
| How - Review of website and strategic documents - Ongoing conversations with WS, AFL club | How - Documentation and discussion with WS and AFL club | How - Discussion with AFL coaches and WS - Observation of training sessions; are there opportunities for capacity building? - Review of coaching documents (if possible) | How - Discussions with coaches - Observations | How - Programme records from WS - Intention to continue: post-programme discussion with participants | How - Observation - Coach feedback? | How - Pre-programme focus groups - Observations - Informal discussion with parents - Post-programme focus groups - Photo elicitation? | How |