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Good Governance and Sustainability in Sport Practice (GAIA)

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Deliverable 4.2 Self-Assessment Questionnaire

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Introduction

The GAIA project – Good Governance and Sustainability in Sport Practice – aims to enhance awareness and practical integration of sustainability and good governance principles across sports organizations in Europe. In alignment with the European Union’s emphasis on ethical conduct, transparency, and environmental responsibility in sport, GAIA supports the adoption of the United Nations Sustainable Development Goals (SDGs), particularly SDG 11 (Sustainable Cities and Communities), SDG 13 (Climate Action), and SDG 17 (Partnerships for the Goals).

Sports organizations, from grassroots to professional levels, play an essential role in shaping values and behaviors in society. However, they often face challenges related to governance, gender inequality, environmental impact, and community engagement. To address these, the GAIA project conducted extensive research (WP2) and developed educational tools, including an e-learning course and this self-assessment questionnaire (T4.2). These tools aim to empower organizations by providing structured guidance and concrete benchmarks on how to improve their performance in sustainability and governance.

This document introduces a self-assessment tool for sports organizations to reflect on their current practices. It includes two parts: one focused on Good Governance and the other on Sustainability, comprising both yes/no/partially and scaled questions. Upon completion, organizations can evaluate their compliance levels and receive tailored recommendations to advance their impact. The feedback links directly to relevant training modules developed in the project and supports organizations in identifying gaps and opportunities for growth.

By using this tool, organizations not only gain insight into their performance but also contribute to building a more inclusive, transparent, and sustainable sports ecosystem across Europe.



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Introduction to Part 1: Good Governance

Good governance in sport ensures fair, inclusive, and transparent management practices, which are essential for credibility and public trust. This section explores your organisation's efforts in areas such as stakeholder engagement, transparency, ethical leadership, accountability, and commitment to social inclusion. The questions will help assess whether key governance principles are in place and actively practiced within your structure.

Introduction to Part 2: Sustainability

Sustainability in sport refers to an organisation's ability to operate in environmentally responsible, socially inclusive, and economically viable ways. This section assesses the extent to which your organisation has implemented key sustainability measures, such as having a formal strategy, designated sustainability roles, internal training, and environmental practices like sustainable mobility and ecofriendly facilities. It also explores how regularly you monitor and evaluate your sustainability performance using tools such as KPIs, audits, or dashboards.



Self-Assessment Questionnaire: Sustainability and Good Governance in Sport

This self-assessment questionnaire is designed to evaluate the extent to which sustainability and good governance principles are implemented within organisations actively engaged in the sports sector.

The questionnaire is part of a key deliverable under the European project “*Good Governance and Sustainability in Sport Practice*” (GAIA), which aims to empower sports organisations across Europe to respond to global sustainability challenges by supporting alignment with the United Nations Sustainable Development Goals (SDGs)—particularly SDG 11 (*Sustainable Cities and Communities*), SDG 13 (*Climate Action*), and SDG 17 (*Partnerships for the Goals*).

By completing the questionnaire, your organisation will receive a tailored report providing an overview of its current performance, along with practical recommendations to enhance sustainability and governance practices.

Part 1- Good Governance

1. Does your organization have a written code of ethics including good governance principles?
Yes / No / Partially
2. Does your organization collaborate with local communities to support social inclusion through sport? Yes / No / Partially
3. Has your organization taken steps to support gender equality and equal access to sport? Yes / No / Partially
4. How would you rate your organization’s actions for promoting social inclusion and supporting disadvantaged groups? (1 = Not at all, 5 = Very high priority)
5. How transparent are your financial and management procedures? (1 = Not at all, 5 = Very high priority)
6. How accountable is your leadership to internal and external stakeholders? (1 = Not at all, 5 = Very high priority)
7. How actively are your stakeholders (e.g., athletes, community members) involved in governance or decision-making? (1 = Not at all, 5 = Very high priority)
8. How committed is your organization to continuous improvement in sustainability and good governance? (1 = Not at all, 5 = Very high commitment)

Part 2- Sustainability

9. Does your organization have a sustainability strategy that includes environmental, social, and economic dimensions? Yes / No / Partially
10. Does your organization provide training or educational activities about sustainability for staff or volunteers? Yes / No / Partially
11. Has your organization established a sustainability committee or designated responsible persons?
Yes / No / Partially



12. Do you apply eco-friendly mobility solutions (e.g., carpooling, public transport) during sports events? Yes / No / Partially
13. Do you regularly review and report on your sustainability or governance performance? Yes / No / Partially
14. Are your sports facilities or events designed to minimize environmental impacts (e.g., energy, biodiversity)? Yes / No / Partially
15. To what extent is sustainability a strategic priority in your organization? (1 = Not at all, 5 = Very high priority)
16. How frequently does your organization assess its environmental and social impact? (1 = Not at all, 5 = Very frequently)
17. How well is your organization prepared to implement new sustainability measures (e.g., biodiversity, mobility)? (1 = Not at all, 5 = Very well prepared)
18. To what extent do you use monitoring tools (e.g., KPIs, audits, dashboards) to track progress on sustainability? (1 = Not at all, 5 = Very frequently)



Scoring Scale- Good Governance

| Nr | Good Governance Questions | Max= 55, Min= 5 |
|----|--|--|
| 1 | Does your organization have a written code of ethics including good governance principles? | Yes / No / Partially (Yes=10, Partially= 5, No=0) |
| 2 | Does your organization collaborate with local communities to support social inclusion through sport? | Yes / No / Partially (Yes=10, Partially= 5, No=0) |
| 3 | Has your organization taken steps to support gender equality and equal access to sport? | Yes / No / Partially (Yes=10, Partially= 5, No=0) |
| 4 | How would you rate your organization's actions for promoting social inclusion and supporting disadvantaged groups? | (1 = Not at all, 5 = Very high priority) |
| 5 | How transparent are your financial and management procedures? | (1 = Not at all, 5 = Very high priority) |
| 6 | How accountable is your leadership to internal and external stakeholders? | (1 = Not at all, 5 = Very high priority) |
| 7 | How actively are your stakeholders (e.g., athletes, community members) involved in governance or decision-making? | (1 = Not at all, 5 = Very high priority) |
| 8 | How committed is your organization to continuous improvement in sustainability and good governance? | (1 = Not at all, 5 = Very high commitment) |

Interpretation of Good Governance Compliance Levels and Recommendations

Governance scoring level

| Range | Compliance Level | Recommendation |
|--------------------|------------------|--|
| 0-25 (0-45%) | Low | Review Module 2 (Good Governance) and Module 3 (Social Inclusion) |
| 26-40 (47-73%) | Medium | Focus on enhancing stakeholder engagement and leadership accountability. Suggested: Modules 2, 3, 4. |
| 41-55 (75-100%) | High | Maintain your standards and explore Module 4 for monitoring and innovation. |



Scoring Scale- Sustainability

| Nr | Sustainability Questions | Max= 80, min= 4 |
|----|---|--|
| 9 | Does your organization have a sustainability strategy that includes environmental, social, and economic dimensions? | Yes / No / Partially (Yes=10, Partially= 5, No=0) |
| 10 | Does your organization provide training or educational activities about sustainability for staff or volunteers? | Yes / No / Partially (Yes=10, Partially= 5, No=0) |
| 11 | Has your organization established a sustainability committee or designated responsible persons? | Yes / No / Partially (Yes=10, Partially= 5, No=0) |
| 12 | Do you apply eco-friendly mobility solutions (e.g., carpooling, public transport) during sports events? | Yes / No / Partially (Yes=10, Partially= 5, No=0) |
| 13 | Do you regularly review and report on your sustainability or governance performance? | Yes / No / Partially (Yes=10, Partially= 5, No=0) |
| 14 | Are your sports facilities or events designed to minimize environmental impacts (e.g., energy, biodiversity)? | Yes / No / Partially (Yes=10, Partially= 5, No=0) |
| 15 | To what extent is sustainability a strategic priority in your organization? | (1 = Not at all, 5 = Very high priority) |
| 16 | How frequently does your organization assess its environmental and social impact? | (1 = Not at all, 5 = Very frequently) |
| 17 | How well is your organization prepared to implement new sustainability measures (e.g., biodiversity, mobility)? | (1 = Not at all, 5 = Very well prepared) |
| 18 | To what extent do you use monitoring tools (e.g., KPIs, audits, dashboards) to track progress on sustainability? | (1 = Not at all, 5 = Very frequently) |

Interpretation of Sustainability Compliance Levels and Recommendations

Sustainability Scoring Levels

| Range | Compliance Level | Recommendation |
|--------------------|------------------|--|
| 0-35 (0-44%) | Low | Start with Module 1 (Sustainability Basics) and Module 2 (Environmental Practices) |
| 36-60 (45-75%) | Medium | Improve consistency in planning and monitoring. Suggested: Modules 1, 4. |
| 61-80 (76-100%) | High | Your practices are strong. Consider using Module 4 for impact measurement and reporting. |