

Fair Access Policy



1. Purpose

The purpose of this policy is to address known barriers experienced by women, girls, transgender and gender diverse people in accessing and using community sports infrastructure.

2. Scope

This policy applies to employees (including full time, part time, casual employees, agency staff and students). The policy is also applied in the management of contractors, volunteer groups, and consultants of Campaspe Shire Council.

The scope of the Policy is to support Council to take positive action towards achieving gender equity in the access and use of community sports infrastructure. This complies with the Gender Equality Act 2020, Local Government Act 2020 and the Public Health and Wellbeing Act 2008.

The Policy applies to:

- Any policies, programs, communications, and services as they relate to community sports infrastructure.
- All community sports infrastructure managed by Council.
- All community sports infrastructure managed by a Committee of Management on behalf of Council.

3. Policy Statement

Council is committed to progressively build the capacity and capabilities in the identification, and elimination of systematic causes of gender inequality in policy, programs, communications, and delivery of services in relation to community sports infrastructure.

Council will undertake the necessary and proportionate steps towards achieving gender equality in the access and usage of community sports infrastructure. This policy establishes Council's expectation that gender equality is considered and prioritised in all current and future Council recreation planning, policy, service delivery and practice as they relate to community sports infrastructure.

4. Principles

The Fair Access Principles have been developed by the Office for Women in Sport and Recreation, Sport and Recreation Victoria and VicHealth, in consultation with representatives from local government and the state sport and recreation sector. This Policy is based on the six (6) principles of inclusivity, including full participation, equal representation, encouraging and supporting user groups, and prioritising user groups committed to equality.

The principles supporting this policy are:

1. Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive.
2. Women and girls fully participate in all aspects of community sport and active recreation, including as a player, coach, administrator, official, volunteer and spectator.
3. Women and girls will have equitable access to and use of community sport infrastructure:
 - Of the highest quality available and most convenient
 - At the best and most popular competition and training times and locations
 - To support existing and new participation opportunities, and a variety of sports.
4. Women and girls should be equitably in leadership and governance roles.
5. Encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement gender equitable access and use practices.
6. Prioritise access, use and support to all user groups who demonstrate an ongoing commitment to gender equitable access and use of allocated community sport infrastructure.

5. Definitions

Terms and definitions used in this policy include:

Term	Details
Committee of Management (COM)	For the purposes of this document, the Committees of Management are appointed under the Crown Land (Reserves) Act 1978 and responsible for the management of recreation reserves where community sport training and games are held.
Community Sports Infrastructure	Publicly owned local, rural, regional, or state level sport and recreation infrastructure operated and maintained primarily for the purpose of facilitating community sport activities, including sporting grounds, surfaces, facilities and pavilions.
Gender	How you understand who you are and how you interact with other people. Many people understand their gender as being a man or woman. Some people understand their gender as a mix of these or neither. A person's gender and their expression of their gender can be shown in different ways, such as through behaviour or physical appearance.
Gender Diverse	An umbrella term for a range of genders expressed in different ways. Gender diverse people use many terms to describe themselves. Language in this area is dynamic, particularly among young people, who are more likely to describe themselves as non-binary.
Gender Equality	The equal rights, responsibilities and opportunities of women, men, trans and gender diverse people. Equality does not mean that everyone will become the same, but that their rights, responsibilities, and opportunities will not depend on their gender.
Gender Equity	The provision of fairness and justice in the distribution of benefits and responsibilities on the basis of gender. The concept recognises that people may have different needs and power related to their gender and that these differences should be identified and addresses in a manner that rectifies gender related imbalances.
Gender Impact Assessments (GIA)	GIA's are a requirement under the Gender Equality Act 2020 to be carried out on policies, programs and services which have a direct and significant impact on the public. The assessment must evaluate the effects that a policy, program or service may have on people of different genders.
Regional Sports Assembly (RSA)	Regional Sports Assemblies provide volunteer support, information and training and development opportunities to local clubs in rural and regional Victoria.
Transgender, or trans	Someone whose gender does not only align with the one assigned at birth. Not all trans people will use this term to describe themselves.

6. Acknowledgements

6.1. Traditional Owners

The Shire of Campaspe is the traditional lands of the Dja Dja Wurrung, Taungurung and Yorta Yorta Peoples. We respect and acknowledge their unique Aboriginal cultural heritage and pay our respect to their ancestors, descendants and emerging leaders as the Traditional Owners of this country. We acknowledge their living culture and their unique role in the life of this region.

Policy Information

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20/02/2024	New policy

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Fair Access Policy Action Plan

Action	Principle Addressed	Indicator of success	Partnership
Sporting Infrastructure and Environment			
Audit council owned and managed facilities to ensure safer and more inclusive infrastructure to improve the training and playing experience for women and girls (including change rooms, bathrooms and amenities, sports lighting, car parks, pathways, sensory rooms, prayer rooms etc.)	1,3	Minimum 5 facilities audited within 12 months from policy adoption.	Council Clubs COM
Council to incorporate Fair Access Principles into all future community sport and recreation facility design projects.	1,2,3	Implementation of Fair Access principles in future design projects.	Council
Seek relevant funding and grants to support with upgraded community sport and recreation infrastructure projects.	1	Successful funding applications through applying Fair Access principles.	Council Clubs
Priority is given to Community Grants and Community Equipment Grant applications that promote women's, girls and gender diverse participation.	6	Increased number of applications from clubs applying a gender lens.	Council Clubs
Governance			
Ensure completion of a Gender Impact Assessments for all new or upcoming renewals of any master plans, policies, strategies etc.	1,2,3,4	Reviewed internally by Gender Equity Action Group and externally by relevant associations and clubs.	Council Clubs COM
Continue to build capacity of Active Communities Department to apply a gender lens to business as usual and conduct best practice Gender Impact Assessments.	1,2,3,4	Officers to attend minimum two training sessions per year, facilitated internally or by partners (eg. MAV) to build capability.	Council
Council will support clubs to progress Gender Equity within their clubs through the provision of relevant resources and templates.	5	Increased club capacity through resource sharing and implementation.	Council Clubs
Usage and Allocation			
Review and update Lease and License, User Agreements and Service Level Agreements and incorporate Fair Access Principles where applicable.	5	Agreements reviewed annually to ensure Fair Access principles are being addressed.	Council
Council will encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement equitable access and use practices.	5	Increased acceptance of user groups the Fair Access Principles through resource sharing.	Council Clubs
Active Participation			
Council to assist with associations and clubs in providing training and	2,4	Increased number of women and girls holding	Council Clubs

mentorship for women and girls to learn about leadership.		leadership positions in associations and clubs.	RSA
Support, promote and or host 'Come and Try' days or sporting activations targeting women, girls and gender diverse groups.	1,2,5	Increased participation through Council communication to broader community.	Councils Clubs
Council will encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement equitable access and use practices by hosting education/information sessions with clubs.	5	Clubs attend minimum of one training session per year, facilitated by Council or partners (eg Regional Sports Assembly, Office for Women in Sport and Recreation).	Council RSA Clubs
Share upskilling opportunities through networks as they arise. Including council social media networks and newsletters.	2,6	Increased participation and acceptance of the Fair Access Principles.	Council Clubs COM RSA
Associations and clubs develop welcoming policies and practices.	2,3,4,5,6	Associations and clubs to develop welcoming policies and practices within 12 months of the Fair Access Policy being adopted.	Clubs