



# Community Sport Fair Access Policy

<b>Document Type</b>	Major Council Policy
<b>Department</b>	Council-wide
<b>Date of Council Endorsement</b>	
<b>Date for Review</b>	
<b>Responsible Officer</b>	Manager Community Services
<b>Authorising Officer</b>	Director Community and Infrastructure
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<b>SIM Reference Number</b>	TBC

## 1. Statement and Purpose

The Community Sport Fair Access Policy (the Policy) seeks to identify and eliminate systemic causes of gender inequality in policy, programs, communications, and delivery of services in relation to community sports infrastructure.

Rural City of Wangaratta will undertake take the necessary and proportionate steps towards implementation of the Fair Access Policy.

The Rural City of Wangaratta has an expectation that gender equality is considered and prioritised in all current and future planning, policy, service delivery and practice as they relate to community sports infrastructure.

## 2. Scope

The Policy enables effective and efficient integration of the requirements of the *Gender Equality Act 2020*, the *Local Government Act 2020* and the *Public Health and Wellbeing Act 2008* and other legislative frameworks.

The scope of the Policy is to support Rural City of Wangaratta to take positive action towards achieving gender equity in the access and usage of community sports infrastructure. This complies with the *Gender Equality Act 2020* and aligns with Municipal Public Health and Wellbeing Plans or Council Strategies:

Reform Agenda	Objectives
<p><b>To support Rural City of Wangaratta to take positive action towards achieving gender equity in the access and use of community sports infrastructure</b></p>	<p>To build capacity and capabilities of Rural City of Wangaratta in the identification and elimination of systemic causes of gender inequality in policy, programs, communications, and delivery of services in relation to community sport and recreation.</p> <p>To ensure an effective place-based response for the gender equitable use and access of community sports infrastructure.</p> <p>To promote gender equality in policies, programs, communications, and services as they relate to community sports infrastructure.</p>

For Rural City of Wangaratta, the Policy applies to community sports infrastructure with Council being the land manager and/or operator of the facility.

## 3. Background

The Victorian Government is committed to developing an environment for all Victorians to live in a safe and equal society, have access to equal power, resources, and opportunities, and are treated with dignity, respect, and fairness. A reform agenda has been developed to change the systems that have perpetuated gender inequality by designing an enduring structure that requires implementation and tracking of progress over time.

This reform agenda includes addressing the traditional structures and way community sport and recreation organisations operate through the implementation of all nine (9) recommendations from the *2015 Inquiry into Women and Girls in Sport and Active Recreation*.

This includes recommendation six (6):

*“...encourage facility owners and managers to review access and usage policies to ensure women and girls have a fair share of access to the highest quality facilities at the best and most popular times”*

and

*“facilitating a universal adoption of [policies, strategies and audit tools] will drive change further”*

As a defined entity of the *Gender Equality Act 2020*, Rural City of Wangaratta is required to conduct Gender Impact Assessments (GIA) on all new policies, programs, communications, and services, including those up for review, which directly and significantly impact the public (*Gender Equality Act 2020*). The access and use of community sports infrastructure is an example of policy that has a direct and significant impact on the public.

## 4. Policy

### 4.1 Framework

The Policy is designed to comply with the *Gender Equality Act 2020*, and the wider Victorian Government gender equality strategy.

Rural City of Wangaratta acknowledges:

- a. the disadvantaged position some individuals have had in the sport and recreation sector because of their gender; and
- b. that achieving gender equality will require diverse approaches for women, men, trans and gender diverse people to achieve similar outcomes for people of all genders.

Rural City of Wangaratta will:

- engage fairly and equitably with all staff, governance working groups, state sporting organisations, regional sport assemblies (where applicable) and members of our sport and recreation community, regardless of their gender, in a positive, respectful, and constructive manner; and
- engage in the process of equity impact assessments to assess the implications for women, men, trans and gender diverse people of any planned action, including policies and communications. This is a strategy for making all voices, concerns and experiences, an integral dimension of the design, implementation, monitoring of policies and programs.

### 4.2 Fair Access 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 and any resultant action plan are based on six (6) principles of inclusivity, full participation, equal representation, encouraging and supporting user groups, and prioritising user groups committed to equality.

1. Community sports infrastructure and environments are genuinely welcoming, safe and inclusive
2. Women and girls can 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 training times and locations
  - To support existing and new participation opportunities in a variety of sports
4. Women and girls should be equitably represented in leadership and governance roles

5. Encourage and support all user groups who access and use community sport infrastructure to understand, adapt 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. Roles and Responsibilities

Manager Community Services is responsible for implementing Rural City of Wangaratta's Fair Access Policy. Management personnel, staff, volunteers, and stakeholders (for example SSAs and RSAs) at Rural City of Wangaratta have a shared responsibility to support the policy, as outlined in the table below.

Role	Responsibility
Local Government - CEO and Executive	<ul style="list-style-type: none"> <li>● To promote a gender-aware and gender-responsive culture and community and championing the Fair Access Policy.</li> <li>● To promote, encourage and facilitate the achievement of gender equality and improvement in the status of women and girls in sport and active recreation.</li> </ul>
Local Government - Sport and Recreation Managers or similar	<ul style="list-style-type: none"> <li>● Lead the review of sport and recreation policies and process</li> <li>● Develop and adopt gender equitable access and use policies</li> <li>● To communicate policy updates to all staff and members</li> <li>● To monitor compliance and issues</li> <li>● To promote, encourage and facilitate the achievement of gender equality and improvement in the status of women and girls</li> <li>● Support the undertaking of Gender Impact Assessment and submission of progress reports as per the <i>Gender Equality Act 2020</i> obligations</li> </ul>
Local Government – accountable Officer for the Gender Equality Act or similar	<ul style="list-style-type: none"> <li>● Support the review of sport and recreation policies and processes</li> <li>● Support the formal adoption process of gender equitable policies</li> <li>● Undertake Gender Impact Assessment and submission of progress reports as per the <i>Gender Equality Act 2020</i> obligations</li> </ul>
Local Government - Sport and Recreation Officers	<ul style="list-style-type: none"> <li>● To communicate and educate sport and recreation infrastructure user groups and users.</li> </ul>
Local Government – all staff	<ul style="list-style-type: none"> <li>● To adhere to and communicate the policy when required.</li> <li>● To attend training / awareness programs.</li> </ul>

## 6. Human Rights

This policy has considered and complies with the Human Rights and Responsibilities contained in the Victorian Charter of Human Rights and Responsibilities Act 2006.

## 7. Gender Impact Assessment

This policy has considered and applied Council's Gender Impact Assessment Template and satisfies the provisions established in the *Gender Equality Act 2020* (Vic).

## 8. Monitoring and evaluation

This policy and accompanying action plan (Rural City of Wangaratta Community Sport Fair Access Action Plan) will be reviewed periodically with internal and external stakeholders. This will be evaluated through half yearly reporting to Corporate Management Team meetings.

## 9. Definitions

### **Committees of Management**

For the purposes of this document, refers to committees appointed by the Department of Land, Water, Environment and Planning under the *Crown Land (Reserves) Act 1978* to manage 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 a person understands who they are and how they 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 and trans and gender-diverse people. Equality does not mean that women, men and trans and gender diverse people 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 based on gender. The concept recognises that people may have different needs and power related to their gender and these differences should be identified and addressed in a manner that rectifies gender related imbalances.

**Equity Impact Assessment, or Gender Impact Assessment**

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.

**Public land management groups**

For the purposes of this document, are the Committees of Management appointed under the *Crown Land (Reserves) Act 1978* and responsible for the management of recreation reserves where community sport training and games are held.

**Transgender, or trans**

Someone whose gender does not align with the one assigned at birth. Not all trans people will use this term to describe themselves.

**Women and girls**

Women and girls includes those who identify as a woman, or have lived experience of being a woman, including trans and gender diverse people

**10.References and Related Policies****Legislation**

- *Local Government Act 2020 (Vic)*
- *Gender Equality Act 2020 (Vic)*
- *Equal Opportunity Act 2010 (Vic)*

**Internal Policies**

- *Sports Facility Booking Policy (2024)*

**11.Review**

This policy will be reviewed every 2 years, or sooner if required under Government Legislation. The review will be led by Manager Community Services.

<b>Version History</b>		
<b>Version Number</b>	<b>Date of change</b>	<b>Reasons for change</b>
1.02	12/12/2023	Typing errors
1.03	15/01/2024	Listed name of Action Plan for reference Completed section 8 and 11 Updated definitions