

Gender Impact Assessment Template

What is a Gender Impact Assessment?

Gender Impact Assessments are a way of thinking critically about how a proposed policy, program or service might have different impacts or lead to different outcomes for people of different genders.

When to use this template

Under the *Gender Equality Act 2020*, Council must undertake a gender impact assessment when developing or reviewing any policy, program, or service which has a direct and significant impact on the public.

Please refer to the **Gender Impact Assessment Framework** for more guidance on Gender Impact Assessments. Contact the Community & Recreation Team via genderequity@wangaratta.vic.gov.au if you have any queries throughout the GIA process.

Responsible Officer:	Kirsty Branagan
Policy, Program or Service being assessed:	Fair Access Policy (Change Our Game)

1. Define the issues and challenge assumptions

The aim of this step is to challenge internal biases and assumptions and build an understanding of how issues of gender, cultural identity, race, ethnicity, ability, sexual orientation or identity, age and socio-economic background all shape how a policy, program or service might be used or experienced by different groups or individuals.

Section 1: Define the Issue and your assumptions

Define - the project (policy, program, project, service or strategy) you are working on and identify its reach and potential impacts on people of different genders and backgrounds

1.	Type of initiative (select one)
	<input checked="" type="checkbox"/> policy <input type="checkbox"/> program <input type="checkbox"/> service <input type="checkbox"/> project <input type="checkbox"/> strategy
2.	Short description of the project & what issue it is aiming to address
	Equitable access to sporting facilities Policy changes at Council and club level
3.	Responsibility for this work
	Directorate: Community and Infrastructure Business Unit: Community Services

	Responsible Officer: Kirsty Branagan / Denise Pirko Manager: Ben Thomas
4.	Which of the gender sub-groups will be affected by your work? Will any be affected more than others?
	<input type="checkbox"/> Men / boys <input type="checkbox"/> Women / girls <input type="checkbox"/> Gender diverse people Women and gender diverse people will be impacted more as the policy aims to increase their access to sporting facilities.
5.	What is the issue this policy, program, or service is aiming to address? Why is this needed?
	Currently male sports teams have higher participation rates, and greater access to sporting facilities. The program aims to create a policy where women and girls will have equal access.
6.	How is this policy, program, or service likely to have different impacts for people of diverse genders, age, ability, cultural identity, and sexual orientation?
	<p>There is a risk that males will feel impacted negatively as they will feel that their access is reduced as female access increases.</p> <p>Females and gender diverse people will be positively impacted as their opportunity to participate in organised sport will increase</p> <p>While the policy specifically focusses on equitable access for genders, there is likely to be additional impacts of other demographic groups experiencing increased opportunities, for example currently junior girls have limited opportunity to participate in previously male dominated sports such as AFL, so the overall junior sport participation levels may see an increase.</p> <p>It is hoped that the cultural change brought about by increasing equity in access to sports facilities will lead to more inclusive approaches across the board, thereby increasing participation opportunities for people of all genders, ages, cultural backgrounds, abilities and sexual orientations.</p>
7.	What are the different needs from different people who access this project? <i>What sectors of the public will benefit from this project? Can you think of any sectors of the public that would be disadvantaged? Consider social roles and responsibilities as well as other intersections such as disability, cultural identities, age, gender identity and sexual orientation.</i>
	<p>Females will benefit from increased access, where males may feel disadvantaged due to a perceived reduction in their access.</p> <p>There may be sectors of the community who feel that changes to the status quo will impact negatively on their opportunities.</p>

	<p>Sporting clubs and facility managers will need support to review and audit current practices and implement changes to ensure equity.</p> <p>Members of the public experiencing intersectionality should benefit from the cultural change brought about by an increase in inclusive policies and practices within sporting clubs.</p>
8.	Will some people benefit more than others? What are those needs or benefits?
	<p>Females will benefit the most, as the policy explicitly improves access to ensure equity. Others will benefit through the incidental improvements to cultural attitudes and behaviours brought about by increased awareness of the needs of all members of the community.</p>

Section 2: Measure and Understand the Issue

Measure - what data or information can you collect to understand the potential impacts on different genders? Are there stakeholders you need to identify or consult to gain an understanding?

9.	<p>What information is available to understand who is likely to be affected by the policy, program or service?</p> <p><i>Is there any information available to help you understand the potential uptake and impacts of this policy, program, or service on people of diverse genders, age, ability, cultural identity, and sexual orientation?</i></p> <p><i>Has any previous consultation with stakeholders been undertaken? What data is available via desktop research?</i></p>
	<p>The Fair Access Policy Framework provided by the Victorian Government</p>
10.	<p>What did the research and evidence tell you?</p> <p><i>(If you cannot find any relevant data, can you work out a way to obtain it now or in the future?)</i></p>
	<p>The Fair Access Policy Framework presents data around the benefits of policy development for equitable access, including the increase in participation by women when there is an opportunity to access facilities which are welcoming and inclusive.</p> <p>At an LGA level, we have some data around female participation during 2022, and will be able to use this to measure increases with the introduction of this framework. In developing the policy, we will source information around the percentage of ground time currently available to women and all ability participants, through consultation with sporting clubs.</p>
11.	<p>Have you heard from all groups that will be impacted by the project?</p> <p><i>Who have you not heard from that you need to consider? How could you get input or information from that group? How can you engage that group or sub group?</i></p>
	<p>While groups are aware of the policy changes through general information provided by both Council and the Victorian Government, more consultation and engagement is needed as the project progresses.</p> <p>Activities such as facility audits will enable discussions to be targeted and specific to the needs of the groups in our LGA.</p> <p>Consultation with members of hard to reach communities (eg. Gender diverse, culturally diverse, all abilities) is also necessary, to ensure that the policies are created in a way which leads to lasting beneficial changes. This will need to be widely advertised through partner organisations who interact with people from these communities.</p>
12.	<p>Considering the gender impacts and the information gathered, what possible solutions are there, and what are the costs, benefits, and risks?</p> <p>For each proposed solution describe the proposed changes to the project, identify the potential benefits and costs, and assess the overall gender impact – do the benefits outweigh the costs or vice versa?</p>

	<p>Positive gender impact:</p> <p><i>Considers gender norms and roles for people of different genders and how they affect access to and control over resources.</i></p> <p><i>Promotes the reduction or elimination of existing gender gaps.</i></p> <p><i>Addresses the causes of gender-based health inequities, including prevention of violence against women, girls and gender diverse people.</i></p> <p><i>Includes ways to transform harmful gender norms, roles and relations.</i></p>	<p>Negative or neutral gender impact:</p> <p><i>Perpetuates gender inequality by reinforcing unbalanced norms, roles and relations.</i></p> <p><i>Privileges men over women and gender diverse people, or vice versa.</i></p> <p><i>Ignores differences in opportunities and resource allocation for people of different genders.</i></p> <p><i>Does not consider issues of intersectionality.</i></p>
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	Proposed Solution	Potential Benefits	Costs and Risks	Gender Impact
1	Engagement with current participants of all genders	<ul style="list-style-type: none"> Finding out what works currently Finding out where improvements are needed 	<ul style="list-style-type: none"> Backlash from males who feel their access is being impacted 	Positive Negative Neutral
2	Supporting clubs to complete policy reviews and facility audits	<ul style="list-style-type: none"> Gaining accurate data around the current state of play 	<ul style="list-style-type: none"> Discovering issues which require costly and intensive reparation (both cultural and physical) 	Positive Negative Neutral
3	Ensuring consultation incorporates intersectionality – gender diverse, cultural, age, ability – as well as people who are not currently participating in organised sport	<ul style="list-style-type: none"> Gaining insight into the needs of all groups Receiving information around why people are not currently participating in organised sport 	<ul style="list-style-type: none"> If not done thoroughly, groups and community members may be missed and therefore not represented in the policies. 	Positive Negative Neutral

Section 3: Recommendations

Analyse and Improve - based on your research, what solutions or recommendations are proposed to ensure the initiative addresses the needs of different genders and promotes gender equality? Consider your proposed solutions and explain how your final recommendations meet the needs of person of different genders and/or intersectionality.

	Recommendation	Justification
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1	Extensive consultation, ensuring input across gender, culture, age and ability	The policy aims to support equity of access. We must consult widely to determine what that looks like in practice.
2	Support clubs and make use of resources such as Office for Women in Sport and Recreation, and Sport North East, as the policy is developed and implemented	In order to have successful, impactful change we need buy in from clubs and community.
3		

Finalising your assessment provide a statement to acknowledge that a Gender Impact Assessment (GIA) has been completed and how this project conforms to the Gender Equality Principles as outlined in the Gender Equality Act 2020.

GIA Acknowledgement Statement (to be copy & pasted into the original initiative document).

Provide a statement to acknowledge that the requirement for a Gender Impact Assessment (GIA) has been considered and how this project conforms to the Gender Equality Principles as outlined in the Gender Equality Act 2020:

The Fair Access Policy has had a Gender Impact Assessment (GIA) completed and is compliant with the obligations and objectives of the Victorian *Gender Equality Act 2020*.

Statement Reasoning (to be copy & pasted into the original initiative document).

In this section provide a short summary of why and how it is/was anticipated that this initiative could impact women, girls and/or gender diverse people differently and what modifications were/will be considered to address any potential negative impacts or to further strengthen neutral or positive impacts:

This policy aims to address the inequity in access to community sports facilities. The implementation of the policy will have a positive impact on women and gender diverse people, however there may be push back from other community members which could have a negative impact. This assessment considers that consultation and education are key factors in ensuring the negative impacts are minimised, and the positive impacts are effective and long lasting.

Author:	Kirsty Branagan
Date GIA completed:	4/10/2023
Reviewed and approved by:	DPirko, Community and rec Coordinator
Date reviewed and approved:	4/10/23

Send your completed assessment to the Community & Recreation Team via genderequity@wangaratta.vic.gov.au

Community & Recreation Team Actions – Progress Reporting Requirements

Entered into GIA register:	4/10/23
3 month follow up scheduled:	
Notes:	