



Southern Grampians  
Shire Council

# Fair Access Action Plan 2024

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# Fair Access Action Plan 2024

Southern Grampians Shire Council are supportive and committed to doing our part in ensuring our recreation and sport facilities, user groups, clubs and Council are inclusive and safe spaces for women and girls. This Southern Grampians Shire Council Fair Access Action Plan has been developed to support the integration of Fair Access Policies and Principles the State Government had introduced in a new policy, and to convey Council's ongoing commitment to ensure the facilities we provide are inclusive and welcoming to women, girls and other gender diverse persons.

Southern Grampians Shire Council acknowledges that this action plan and Fair Access Policy has been created under the direction of the State Government to be relative mostly to women and girls, however these principles we intend to extend to the other gender diverse community and Council strives to create opportunities and spaces where all people feel safe and welcome regardless of how they identify.

The Fair Access Action Plan has been developed with an understanding that timeframes can change in relation to the timeframes of implementation, and that DEECA reserves cannot have Council's Fair Access Policy or Action Plan enforced upon them. These DEECA reserves are captured in the Fair Access through the new requirements when applying for and receiving our Community Grants. This plan ensures continued actions from Councils' Gender Equality Action Plan 2021-2025, and will also target Council's recreation/sporting facilities and user groups more specifically.

The table that follows outlines the steps in which Southern Grampians Shire Council will take to implement Fair Access across the Shire, the expectations of Council's user groups and the Fair Access Principles the actions align with.

The timeframes are as follows:

**Short – Under 12 Months**

**Medium –3-5 years**

**Long – 5-10 years**

**Ongoing – Continuously done**



# Southern Grampians Shire Action Plan

FAIR ACCESS PRINCIPLE ADDRESSED	ACTION	TIMEFRAME OF IMPLEMENTATION	MEASURE	WHO
2 4	Audits to local sporting clubs to gauge starting point of women and girls' participation rates	Short – Under 12 Months	Number of responses from sporting clubs <b>Goal:</b> All users with user group agreements with Council	Council, Clubs
1 3	Audit facilities to recognise gaps that don't align to welcome, safe and inclusive infrastructure	Short – Under 12 Months	Number of sporting facilities that are exclusive and unwelcoming <b>Goal:</b> Audit 5 sites including all facilities on those sites	Council
1	Council to advocate the removal of urinals to create more diverse change spaces	Medium – 3-5 years	Number of changerooms where urinals have been replaced with toilets	Council
6	Review and update Community Grants criteria for community groups to incorporate fair access requirements Clubs will need to complete GIAs when applying for community grants	Short – Under 12 Months	Number of community grant applications with GIAs  <b>Goal:</b> Grants Criteria updated	Council, Clubs
5	Create a Gender Inclusive Sporting Club Toolkit for local sports clubs	Short – Under 12 Months	Number of toolkits distributed to local clubs <b>Goal:</b> 15 Distributed in first year	Council
5 6	Update user agreements to reflect a need to have gender equity/fair access within the	Short – Under 12 Months	Number of agreements updated	Council

	club/group, including proof of implementation of fair access principles.		<b>Goal:</b> All user agreements updated by 2025	
5	Provide gender equity training to sporting clubs through South West Sport or similar sporting body	<b>Short – Under 12 Months</b>	Number of attendees <b>Goal:</b> 20 attendees	Council, RSA
N/A	Conduct GIAs on all new masterplans, policies and strategies	<b>Ongoing</b>	Inclusion of GIA outcomes in publications	Council
1	Review what lighting is provided in carparks on Council/Council managed reserves	<b>Short – Under 12 Months</b>	Number of carparks that have adequate lighting to provide safety <b>Goal:</b> Review 5 sites	Council
1	Upgrade carpark lighting to increase safety	<b>Medium – 3-5 years</b>	Number of carparks that have their lighting upgraded	Council
4	Promotion of leadership programs across the Southern Grampians Shire	<b>Ongoing</b>		Council
1	Seek and pursue funding and grants to support upgrade of infrastructure projects	<b>Ongoing</b>	Delivery of facility upgrades that directly contribute to inclusive facilities	Council
2	Promote clubs who are promoting a want for women and girl participation and are actively engaging in Fair Access initiatives	<b>Ongoing</b>		Council
5 3 1	Provide evidence of consultation with women and girls involved in the club as requested by	<b>Short – Under 12 Months</b>	Number of, method and results of consultation provided to Council	Clubs

Council – This may include but is not limited to

- consultation on playing times and venues
- consultation on events held

2	4	Commit to paid positions in the club being fair and equal regardless of gender	<b>Short – Under 12 Months</b>	Signed user agreement <b>Goal:</b> All users sign and commit	Clubs
5	1	Establish clear anti-discrimination and harassment policies emphasising a zero-tolerance approach to inappropriate behaviour	<b>Short – Under 12 Months</b>	Signed user agreement, posters displayed at club grounds/sites <b>Goal:</b> All club sites have posters displayed	Clubs