

<h2>Fair Access Policy</h2>	Date Adopted:	11/09/2024
	Adopted By:	Council
	Review Due:	2026
	Responsible Officer:	Roger Rook
	Directorate:	Wellbeing, Planning and Regulation
	EDRMS No:	

## PURPOSE

The Fair Access Policy (the Policy) seeks to address known barriers experienced by women, girls and other gender diverse persons in accessing and using community sports infrastructure. The Policy aims to progressively build capacity and capabilities of Southern Grampians Shire Council in the identification, and elimination of systemic causes of gender inequality in policy, programs, communications, and delivery of services in relation to community sports infrastructure.

Southern Grampians Shire Council will undertake take the necessary and proportionate steps towards implementation of the Fair Access Policy.

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.

This Statement of Intent establishes the expectation that gender equality is considered and prioritised in all current and future Southern Grampians Shire Council's planning, policy, service delivery and practice as they relate to community sports infrastructure.

- a. Southern Grampians Shire Council recognises that gender equality is the attainment of equal rights, responsibilities, and opportunities of women, men, trans and gender diverse people. Equality does not mean that women, men, trans and gender diverse people will become the same but that their rights, responsibilities, and opportunities will not depend on their gender.
- b. Southern Grampians Shire Council recognises that gender equity is 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.

## DEFINITIONS

**SGSC** Southern Grampians Shire Council

## APPLICATION AND SCOPE

The scope of the Policy is to support Southern Grampians Shire Council 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

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

Southern Grampians Shire Council 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.

Southern Grampians Shire Council will:

1. 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
2. engage in the process of gender 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.
3. Strive to provide safe spaces and promote opportunities in sport and recreation for all individual genders, binary or non-binary.

## STRATEGIC 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.**

**Principles:**

1. Community sports infrastructure and environments are genuinely welcome, 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: a) Of the highest quality available and most convenient b) At the best

and most popular competition and training times and locations c) To support existing and new participation opportunities, and 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, adopt and implement gender equitable access and use policies
6. Prioritise use and support to all user groups who demonstrate an ongoing commitment to gender equitable access and use of allocated community sport infrastructure

Southern Grampians Shire Council considers that these principles provide clear direction, while also enabling adaption to the specific environment of the Southern Grampians area.

## OBJECTIVES

The Policy aims to progressively build capacity and capabilities of Southern Grampians Shire Council in the identification, and elimination of systemic causes of gender inequality in policy, programs, communications, and delivery of services in relation to community sports infrastructure.

The objectives of this policy are:

- To address known barriers experienced by women, girls and other gender diverse persons in accessing and using community sports infrastructure.
- To build capacity and capabilities of Southern Grampians Shire Council 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.
- To ensure an effective place-based response for the gender equitable use and access of community sports infrastructure.
- To promote gender equality in policies, programs, communications, and services as they relate to community sports infrastructure.

Southern Grampians Shire Council will undertake take the necessary and proportionate steps towards implementation of the Fair Access Policy.

## IMPLEMENTATION

### COMPLIANCE AND MONITORING

#### Actions

Southern Grampians Shire Council commits to creating a Fair Access action plan and the ongoing processes needed and strive for fair access to our site users and the greater Southern Grampians community.

Southern Grampians Shire Council acknowledges that the requirement to have a gender equitable access and use policy and action plan (or equivalent) in place, and the ability to demonstrate progress against that policy and action plan (or equivalent), will form part of the eligibility criteria for Victorian Government funding programs relating to community sports infrastructure from 1 July 2024.

Southern Grampians Shire Council has also identified specific actions to progress gender equitable access and use of community sports infrastructure in its Fair Access Action Plan.

### Responsibility

Coordinator Recreation Services is responsible for implementing Southern Grampians Shire Council's Fair Access Policy and Action Plan. Management personnel, staff, volunteers, and stakeholders (for example SSAs and RSAs) at Southern Grampians Shire Council have a shared responsibility to support the policy

## CHARTER OF HUMAN RIGHTS COMPLIANCE

It is considered that this policy is compatible with the relevant human rights identified in the *Charter of Human Rights and Responsibilities Act 2006 (Vic)*.

## GENDER EQUALITY COMPLIANCE

It is considered that this policy is compatible with the relevant gender equality principles identified in the *Gender Equality Act 2020*.

Is a Gender Impact Assessment required?

- Yes *(legally required for all policies that have a direct and significant impact on the public)*
- No *(please provide an explanation why a Gender Impact Assessment is not required)*

## ASSOCIATED DOCUMENTS

*List relevant legislation, related policies and / or procedures*

## REVIEW

This Policy must be reviewed a minimum of every four years or in-line with legislative change.

## AUTHORISED

**CEO** Tony Doyle

**Signature**

**Date**

**OR**

Adopted at Council Meeting on {INSERT DATE}.

**END**