



Fair Access Policy - DRAFT

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1. PURPOSE

The purpose of this Council policy is to respond to the Victorian Government's Fair Access Policy Roadmap, which seeks to address inequality and known barriers experienced by women and girls in accessing and using community sports infrastructure. This policy aims to take a positive approach and progressively build capacity and capabilities of 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.



2. SCOPE

2.1 This 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 this policy is to support 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 Council's combined Council Plan and Municipal Public Health and Wellbeing Plan 2021-2025.

This policy aims to build capacity and capabilities of Council in the identification and elimination of systemic causes of gender inequality in our policies, programs, communications and delivery of services relating to community sport and recreation. It ensures an effective place-based response for gender equitable use and access to local community sports infrastructure.

This policy applies to all community sports infrastructure that is within Golden Plains Shire, regardless of the land owner or manager (many of which are owned by the State Government via the Department of Energy, Environment and Climate Action or DEECA) to support compliance with the Fair Access Policy Roadmap.

The scope of this policy extends to on-field/court as well as off-field facilities.

Facilities where there is no active committee, club or where facilities are provided for casual community use only, are outside the scope of this policy.

3. POLICY STATEMENT

3.1 This policy establishes the expectation that gender equality will be considered and prioritised in all of Council's future planning, policy, service delivery and practice as it relates to community sports infrastructure.

3.1.1 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.

3.1.2 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.

4. RESPONSIBILITIES

Council's Manager Recreation and Community Facilities is responsible for ensuring the successful implementation of Council's Fair Access Policy. As outlined in Table 1 below, other Council personnel, staff, volunteers, and stakeholders, for example State Sporting Associations and Regional Sporting Assemblies, have a shared responsibility to support the policy.

Table 1: Roles and Responsibilities

ROLE	RESPONSIBILITY
Councillors	<ul style="list-style-type: none"> • To promote a gender-aware and gender-responsive culture and community and champion the Fair Access Policy. • To promote, encourage and facilitate the achievement of gender equality and improvement in the status of women and girls in sport and active recreation. • To adopt a Fair Access Policy to govern Council's response to the Roadmap before 1 July 2024.
Local Government leadership (CEO, Managers), Council staff	<ul style="list-style-type: none"> • To support the adoption of a Fair Access Policy to govern Council's response to the Roadmap before 1 July 2024 and its subsequent implementation. • Lead the review of sport and recreation policies and process • Develop and adopt gender equitable access and use policies • To communicate policy updates to all staff and members • To monitor compliance and issues
Local Government - Sports and recreation staff	<ul style="list-style-type: none"> • Monitor and review action plan recommendations • Support the review of sport and recreation policies and processes • Undertake further training in Fair Access / Gender Equality as it becomes available • Undertake Gender Impact Assessment and submission of progress reports as per the Gender Equality Act 2020 obligations • To communicate and support policy compliance and updates to staff, local clubs and community members. • To monitor and report on compliance and issues. • Gather information or data to support the undertaking of Gender Impact Assessment and submission of progress reports as per the <i>Gender Equality Act 2020</i> obligations.
Committees of Management, local club executives, club members and sporting participants	<ul style="list-style-type: none"> • Support the policy adoption and progress towards gender equality • Upon request, provide Council with information or data to support the undertaking of Gender Impact Assessments and submission of progress reports as per the <i>Gender Equality Act 2020</i> obligations.
State Sporting Associations and Regional Sporting Assemblies	<ul style="list-style-type: none"> • To promote a gender-aware and gender-responsive culture and community and championing the Fair Access Policy. • Raise awareness of the Fair Access Policy Roadmap and its targets with clubs, leagues and associations. • Commence education of clubs, associations and leagues to advance gender equitable access and usage of community sports infrastructure.

5. DEFINITIONS OF TERMS OR ABBREVIATIONS USED

- 5.1 **Committees of Management:** For the purposes of this document, refers to all committees appointed by either Council or the Department of Energy, Environment and Climate Action under the *Crown Land (Reserves) Act 1978* to manage recreation reserves where community sport training and games are held.
- 5.2 **Community Sports Infrastructure:** For the purposes of this document, Council or crown owned-or-managed 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.
- 5.3 **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.
- 5.4 **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.
- 5.5 **Gender equality (1):** 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.
- 5.6 **Gender equity (2):** 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.
- 5.7 **Gender Impact Assessment, or GIA:** 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.
- 5.8 **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. RELATED LEGISLATION AND DOCUMENTS

6.1 Legislation

6.1.1 *Crown Land (Reserves) Act 1978*

6.1.2 *Gender Equality Act 2020*

6.1.3 *Local Government Act 2020 (Vic)*

6.1.4 *Equal Opportunity Act 2010 (Vic)*

6.2 Related Documents

6.2.1 Golden Plains Shire Council Gender Equality Plan

6.2.2 Golden Plains Shire Council Plan and Municipal Health and Wellbeing Plan

6.2.3 Golden Plains Shire Council Sport and Active Recreation Strategy 2020-2030

7. HUMAN RIGHTS STATEMENT OF COMPATABILITY

7.1 As a public authority, Council has a duty to act compatibly with human rights and to give human rights proper consideration in decision making. See the guidelines for policy makers available at: <https://www.justice.vic.gov.au/justice-system/laws-and-regulation/human-rights-legislation/charter-of-human-rights-guidelines-for.>

7.2 It is considered that this policy does not impact negatively on any rights identified in the *Charter of Human Rights and Responsibilities Act 2006 (Vic)*

8. POLICY OWNER

8.1 The Manager Recreation and Community Facilities is the policyowner.

8.2 The policy owner is the individual who is given the responsibility to review, edit and maintain this policy and associated procedure. The policy owner is also the point of contact for any questions regarding this policy.

9. DOCUMENT INFORMATION

DOCUMENT TYPE:	Council [/or Organisational] Policy document
DOCUMENT STATUS:	[For example: Approved/Not Approved]
DOCUMENT OWNER POSITION:	[For example: Director Corporate Services]
APPROVED BY:	[For example: Senior Management Team/Director/Manager]
DATE ADOPTED:	[Insert Date/Month/Year]
VERSION NUMBER:	[Insert version number]
REVIEW DATE:	[Insert review date – this should coincide with the policy review date. Best practice would be no longer than five years between reviews]
DATE RESCINDED:	[Include if relevant]
EVIDENCE OF APPROVAL:	<p>_____</p> <p>Signed by Chief Executive Officer</p>
FILE LOCATION:	<p>[Include a file location (AltusECM Ref) so that it may be accessed in future and amended - Word and PDF – insert file path]</p> <p>INT[XX/XXXX]</p>
NOTES:	<p>Policy documents are amended from time to time, therefore you should not rely on a printed copy being the current version. Please consult Council's Policy page on the Golden Plains Shire Council website to ensure that the version you are using is up to date.</p> <p>Available at: [Select one URL below and delete the other]</p> <p>[for Council policy]</p> <p>https://www.goldenplains.vic.gov.au/residents/my-council/about-council/council-policies</p> <p>[for organisational policy]</p> <p>https://intranet.goldenplains.vic.gov.au/the-hub</p>