

# Fair Access Policy



**Policy Type:** COUNCIL  
**Version:** 1.0  
**Date Adopted:** TBC  
**Service Unit:** Community Activation  
**Directorate:** Community Strengthening  
**Review Date:** TBC

## 1. Purpose

The Fair Access Policy (the Policy) seeks to address known barriers experienced by women and girls in accessing and using community sports infrastructure. Moorabool Shire Council will undertake the necessary and proportionate steps towards implementation of the Fair Access Policy.

## 2. Introduction

Sport is a highly visible and valued feature of Moorabool Shire's culture and identity. The sport and active recreation sector provide opportunities for enriching our communities through the promotion of respect and fair mindedness for all people, while also supporting the physical and mental wellbeing of the community.

Since 31 March 2021, Moorabool Shire Council, as a defined entity of the *Gender Equality Act 2020*, has been 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. The Policy has been developed to strengthen the GIA process and Council's adopted Female Friendly Sport and Recreation Infrastructure and Participation Strategy, to promote equitable access to the use of community sports infrastructure across the municipality.

## 3. Statement of Intent

Moorabool Shire Council recognises that gender equality is the attainment of equal rights, responsibilities, and opportunities regardless of gender.

## 4. Definitions

MSC	Moorabool Shire Council
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.

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Committees of Management	Refers to committees appointed by the Department of Energy, Environment and Climate Action under the <i>Crown Land (Reserves) Act 1978</i> to manage recreation reserves where community sport training and games are held.
Community Asset Committees	Refers to committees managing recreation reserves where community sport training and games are held on behalf of Council.
Gender Equality	The equal rights, responsibilities and opportunities regardless of gender.
Gender Equity	The provision of fairness and justice in the distribution of benefits and responsibilities based on gender.
Gender Impact Assessment or GIA	A requirement under the <i>Gender Equality Act 2020</i> 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. Scope

The scope of the Policy is to support MSC 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 and Council Strategies.

## 6. Policy Framework

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

Moorabool Shire Council acknowledges:

- the disadvantaged position some individuals have had in the sport and recreation sector because of their gender.
- that achieving gender equality will require diverse approaches.

Moorabool Shire Council 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

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recreation community, regardless of their gender, in a positive, respectful, and constructive manner.

- b) engage in the process of gender impact assessments to assess the implications for all genders of any planned action, including policies and communication

## 7. Fair Access Principles

The principles are as follows:

1. Community sports infrastructure and environments are genuinely welcoming, safe and inclusive for all community members, regardless of gender.
2. Women and girls can 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 community infrastructure:
  - a. Of the highest quality available and most convenient.
  - b. At the best and most popular 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 practices.
6. Prioritise access, use and support to all user groups who demonstrate an ongoing commitment to gender equitable access and use of all allocated community sport infrastructure.

## 8. Compliance and Monitoring

### 8.1 Actions

Moorabool Shire Council commits to undertake a GIA on all current community sports infrastructure access and use policies and processes, and to consider opportunities to strengthen gender equitable access and use of community sports facilities in alignment with the Fair Access Principles.

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

### 8.2 Responsibility

The Community Activation and Community Development teams are responsible for leading Moorabool Shire Council's Fair Access Policy, and all staff are responsible for implementing the Policy. Management personnel, staff, volunteers, and stakeholders (for example State Sporting Associations and Regional Sport Assemblies) at MSC have a shared responsibility to

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support the policy, to communicate and educate sport and recreation infrastructure user groups and users.

Role	Responsibility
<b>Local Government – CEO and Executive Management Group</b>	<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>
<b>Community Activation Team</b>	<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 Gender Equality Act 2020 obligations</li> <li>To communicate and educate sport and recreation infrastructure user groups and users.</li> </ul>
<b>Gender Equality Officer and People &amp; Culture</b>	<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 a new or revised 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>
<b>Local Government – all staff</b>	<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>
<b>Local sport club volunteers, committees of management and community asset committees</b>	<ul style="list-style-type: none"> <li>To promote, encourage and facilitate the achievement of gender equality and improvement in the status of women and girls</li> <li>Implement the policy into the relevant sport clubs or committees.</li> </ul>

**For further information related to this Policy see:**

- *Gender Equality Act 2020 (Vic)*
- *Local Government Act 2020 (Vic)*
- *Equal Opportunity Act 2010 (Vic)*
- Moorabool Shire Council (MSC) Health & Wellbeing Plan 2021-2025
- MSC Plan 2021-2025
- MSC Recreation and Leisure Strategy 2024-2034 (draft)

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- MSC Female Friendly Sport and Recreation Participation Infrastructure Strategy 2023
- MSC Leadership Statement for the Prevention on Violence Against Women 2022
- MSC Open Space Strategy 2024 (draft)
- MSC Community Asset Committee Guidelines 2023
- MSC Asset Management Strategy 2022-2032
- Maddingley Park Masterplan 2023
- Masons Lane Masterplan 2023
- Bacchus Marsh Racecourse & Recreation Reserve Masterplan 2021
- Darley Park Masterplan 2022
- Gordon Recreation Reserve Masterplan 2024 (draft)
- Wallace Recreation Reserve Masterplan 2024 (draft)

## 9. Related Legislation

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

## 10. Council Plan Reference

Objectives: Healthy, inclusive and connected neighbourhoods.  
Context: Improve the health and wellbeing of our community.

## 11. Review

As a minimum, this policy will be reviewed every second year.