

SOUTH GIPPSLAND SHIRE COUNCIL COUNCIL POLICY



South Gippsland
Shire Council

FAIR ACCESS FOR RECREATION FACILITIES POLICY

Policy No.	C96	Adoption Date:	Council Meeting DATE
Directorate:	Sustainable Infrastructure	Department:	Infrastructure Planning
Revision Date:	Month Year		

GOOD GOVERNANCE FRAMEWORK – OVERARCHING PRINCIPLES

Supporting Pillar:	Pillar 4. Structure, Systems & Policies
Link to Pillar:	South Gippsland Shire Council is committed to providing gender equality in its policy, programs, communications, and delivery of services in relation to community sports infrastructure.

1. PURPOSE

- 1.1. The purpose of the *Fair Access for Recreation Facilities Policy (C96)* (the Policy) is to:
 - 1.1.1. Address known barriers experienced by women and girls in accessing and using community sports infrastructure.
 - 1.1.2. Progressively build capacity and capabilities of South Gippsland Shire Council (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.
 - 1.1.3. Council will undertake the necessary steps towards implementation of the Policy. This Policy establishes the expectation that gender equality is considered and prioritised in all current and future planning, policy, service delivery and practice as they relate to community sports infrastructure.
- 1.2. This Policy has been developed to ensure Council meets its legal obligations required under the *Gender Equality Act 2020*.
- 1.3. Council has developed a *Fair Access Action Plan* to support and to be read in conjunction with the implementation of this Policy.

2. SCOPE

- 2.1. The scope of the Policy is to support Council to take positive action towards achieving gender equity in the access and usage of community sports infrastructure.
- 2.2. The Policy applies to all Council owned and operated community sports and recreation facilities, including indoor sporting centres/stadiums and aquatic facilities.



3. POLICY PRINCIPLES

Introduction

3.1. Sport is a highly visible and valued feature of South Gippsland'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 all Victorians. Council is well positioned to design and implement actions that progress gender equality in community sport.

Fair Access Principles

The Fair Access Principles have been developed by the Office for Women in Sport and Recreation, Sport and Recreation Victoria and are based on the following six (6) principles:

- 3.2. Community sports infrastructure and environments are genuinely welcome, safe and inclusive.
- 3.3. 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.
- 3.4. Women and girls will have equitable access to and use of community sport infrastructure:
 - 3.4.1. The highest quality available and most convenient.
 - 3.4.2. At the best and most popular competition and training times and locations.
 - 3.4.3. To support existing and new participation opportunities, at a variety of sports.
- 3.5. Women and girls should be equitably represented in leadership and governance roles.
- 3.6. Encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement gender equitable access and use policies.
- 3.7. Prioritise access, use and support to all user groups who demonstrate an ongoing commitment to gender equitable access and use of allocated community sport infrastructure.

4. RISK ASSESSMENT

This Policy mitigates Council's risks as described below:

Financial

- 4.1. By implementing the Policy, Council is satisfying the requirement of the Victorian Government to be eligible for funding programs that relate to community sports infrastructure. Council is required from 1 July 2024 to have a gender equitable access and use policy and action plan in place, as well as the ability to demonstrate progress against that policy and action plan.



5. IMPLEMENTATION STATEMENT

Human Rights Charter

- 5.1. This Policy has considered the Charter of Human Rights and Responsibilities Act 2006.

Gender Equality

- 5.2. The Policy complies with the *Gender Equality Act 2020*, and the wider Victorian Government gender equality strategies, and aligns with the Council Plan and Council's *Gender Equality Action Plan (GEAP)*.
- 5.3. Council acknowledges:
- 5.3.1. The disadvantaged position some individuals have had in the sport and recreation sector because of their gender; and
 - 5.3.2. 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. This Policy has considered the *Gender Equality Act 2020* in its development.
- 5.4. Council will do this by:
- 5.4.1. Engaging fairly and equitably with staff, state sporting organisations, GippSport and members of our sport and recreation community, regardless of their gender, in a positive, respectful, and constructive manner. Ensuring diverse representation on Council working groups and ensuring all voices are listened to; and
 - 5.4.2. Engaging in the process of Gender Impact Assessments.

Roles and Responsibilities

Council will:

- 5.5. Ensure diverse representation on Council working groups.
- 5.6. Lead by example and promote the benefits of the Policy when working with sport and recreation clubs, committees of management and user groups.
- 5.7. Promote, and acknowledge the achievement of women and girls in sport and active recreation through social media and other Council Communication platforms.
- 5.8. Promote suitable gender equality education and training opportunities to sport and recreation infrastructure user groups, users and sporting clubs.
- 5.9. Prioritise Community Grant applications or small infrastructure projects that will address gender inequality in well-used community facilities.
- 5.10. Actively seek to address, where access to infrastructure is not inclusive.
- 5.11. Prioritise the provision of safe, welcoming and inclusive environments in the delivery of sport and active recreation capital works projects.
- 5.12. Seek to better understand local participation trends of women and girls in local community sport.
- 5.13. Require any events or sporting competitions to offer equal prize money/ equal sized trophies for activities that take place within their facilities.



5.14. Consider discounted lease/ hire charges to clubs (where they control fees and charges) that support and encourage the growth of women and girls' participation.

6. MONITORING, EVALUATION AND REVIEW

6.1. This Policy will be reviewed and adopted by Council on a four-year cycle.

6.2. Policies may be reviewed earlier than a four-year cycle if legislative provisions, industry or organisation requirements change.

7. REFERENCE DOCUMENTS

Legislative Provisions	Charter of Human Rights and Responsibilities Act 2006 Freedom of Information Act 1982 Gender Equality Act 2020
Council Supporting Documents	Gender Equality Action Plan

8. DEFINITIONS

Gender Equality	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.
Gender Equity	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.
Community Sport 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.
Gender Impact Assessment - 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.

9. REVISION HISTORY

Approved By	Approval Date	Sections Modified	CM9 Ref#
Council Meeting	DATE	New Review	D3970124