

Appendix A

Fair Access Action Plan

INTRODUCTION

This Action Plan supports the implementation of the Fair Access Policy and details the identified actions to progress gender equitable access and use of community sports infrastructure within Gannawarra Shire.

The timeframes have been determined as Short term (within 1-2 years), Medium term (within 3-5 years) and long term (5 years or longer).

PRINCIPLE 1:

Community sports infrastructure and environments are genuinely welcoming, safe and inclusive.

Actions to achieve progress	Timeframe	Responsibility	Indicator of success
Audit community facilities to ensure it is demonstrating inclusivity via posters, merchandise, website, social media platforms etc.	S	Community Sports clubs with support from Council	Development of an audit template Minimum of two (2) audits undertaken per calendar year across the municipality
Audit Council owned and managed facilities to identify gaps in gendered facilities (changerooms) and safety (lighting, lockable doors etc)	S	Council's Infrastructure team	Minimum of one (1) Gannawarra Shire Council owned/managed facility audited per calendar year
Update Council facility use agreements to include statements noting councils' expectation of equitable access	M	Council Governance team	Up to 50% of facility use agreements updated and executed

PRINCIPLE 2:

Women and girls can fully participate in all aspects of community sports and active recreation, including as a player, coach, administrator, official, volunteer and spectator.

Actions to achieve progress	Timeframe	Responsibility	Indicator of success
Promote training opportunities for girls and women to undertake leadership programs	S	Community Sports clubs Council's Community Partnerships team Council's Communications Coordinator	Number of training opportunities included in regular community newsletters, club Facebook pages etc on average once every 3 months
Support and promote regional sports assemblies in their delivery of women's leadership programs or sport activation opportunities	S	Council's Community Partnerships team Council's Communications Coordinator	Number of programs and workshops delivered by regional sports assemblies with Gannawarra Shire Council support/partnership

PRINCIPLE 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.

Actions to achieve progress	Timeframe	Responsibility	Indicator of success
Review Council's sport and recreation strategies, policies and procedures	S	Council staff	Review Council's sport and recreation strategies, policies and procedures, then determine a schedule of auditing
Update facility use agreements to incorporate fair access principles	S	Council Governance team	Up to 50% of facility use agreements updated
Incorporate universal design into the planning of all future sport and recreation infrastructure projects	M	Council staff Facility managers	Planned projects are inclusive of universal design features prior to progressing to an application stage

PRINCIPLE 4:

Women and girls should be equitably represented in leadership and governance roles.

Actions to achieve progress	Timeframe	Responsibility	Indicator of success
Review Council Community Grants program to support initiatives that empower and upskill women and girls	S	Council's Community Partnerships team	Community Grants program guidelines reviewed alongside a Gender Impact Assessment Funding stream identified A weighting/scoring established in the assessment process to clubs that apply and demonstrate commitment to gender equality
Promote local training and mentorship opportunities to clubs to assist them to upskill women for leadership roles.	S	Council's Community Partnerships team	Number of opportunities shared
Showcase women and girls and their work in leadership roles in clubs	S	Council's Community Partnerships team	Ask if sporting organisations would be interested in highlighting local leaders as part of consultation process

PRINCIPLE 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.

Actions to achieve progress	Timeframe	Responsibility	Indicator of success
Encourage community sports clubs to undertake a gender health check	S	Council's Community Partnerships team	Ensure VicHealth Gender health check template available on Council's website, to be located under the Community Development section Promote Gender health check through communication channels with local sports clubs
Support organisations such as regional sports assemblies to provide gender awareness training and development opportunities to local clubs and groups.	S	Council's Community Partnerships team	Number of training opportunities hosted in Gannawarra municipality in a calendar year
Apply gender and intersectional lens to policies, programs, services as they are reviewed and updated.	S	Council staff	Number of Gender Impact Assessments completed
Promote fair access through council communications e.g. council newsletters.	S	Council's Communications Coordinator	Fair Access promoted in at least one edition of <i>Gannawarra Connect</i> per year
Use inclusive and non-specific language in all council communications e.g. chairperson instead of chairman, seniors and juniors, rather than boys and girls	S	Council's Communications Coordinator	Annual audit of Council media platforms Consider development of an Inclusive Language Guide

PRINCIPLE 6:

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.

Actions to achieve progress	Timeframe	Responsibility	Indicator of success
Support community groups that identify options to improve active recreation and sporting participation outcomes for girls and women through Council's Community Grants program.	S	Council's Community Partnerships team	Community Grants program guidelines reviewed Funding stream identified A weighting/scoring established in the assessment process to clubs that apply and demonstrate commitment to gender equality
Prioritising support for external funding opportunities to user groups that demonstrate an ongoing commitment to gender equitable access and use of community sports infrastructure	S	Council's Community Wellbeing team Council's Infrastructure team	Development of a <i>Sport and Recreation Facilities Funding and Capital Contributions Policy</i> (or equivalent) by 30 June 2025 Undertake a Gender Impact Assessment on any new Policy development

IMPLEMENTATION & EVALUATION:

The implementation of the Fair Access Action Plan will be overseen by the Community Wellbeing directorate. An overall review of the Plan will be conducted annually to measure against the indicators of success identified across the six principles.

STAKEHOLDERS:

Who is this Action Plan for?

To support Gannawarra Shire Council to take positive action towards achieving gender equity in the access and use of community sports infrastructure, this Action Plan identifies a range of stakeholders who will support the delivery of these identified actions.

These include, but are not limited to:

- Gannawarra Shire Council management and staff
- Local sport and recreation groups who manage community sports infrastructure
- Local Committees of Management who manage Crown Land community sports infrastructure
- State Government representatives (i.e. Sport and Recreation Victoria)
- Women's Health Loddon Mallee
- Office for Women in Sport and Recreation

