

Fair Access Action Plan 2024—2028



Fair Access Action Plan



Bayside City Council proudly acknowledges the Bunurong People of the Kulin Nation as the Traditional Owners and Custodians of this land, and we pay our respects to their Elders past, present and emerging.

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Context

Background

Council has drafted a Fair Access Policy to address known barriers experienced by women and girls in accessing and using community sports infrastructure, whilst also supporting inclusive opportunities for the sports and active recreation community.

The Victorian Government, led by the Office for Women in Sport and Recreation, requires all LGA's to have a Fair Access Policy and Action Plan to help ensure a future where there is a level playing field for women and girls in sport and active recreation. From 1 July 2024, all Victorian Councils will have a gender equitable aligned Policy in place to adhere to State legislation.

Sport and active recreation is a highly visible and valued feature of Bayside City Councils culture and identity. The sport and active recreation sector provides 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 implement plans that progress gender equality in community sport.

The obligations Bayside City Council need to meet under the *Gender Equality Act 2020* will aim to work alongside community sport and active recreation clubs, governing bodies, sports leagues and associations, community participants and recreation patrons for enhancing gender equity and sport and recreation community inclusion.

Purpose

Bayside will need to continue taking steps to ensure a future where there is a level playing field for women and girls in sport and active recreation, so they can fully participate in and enjoy all the benefits of community sport right through to senior leadership roles. The primary focus of Bayside's Fair Access Policy ('the Policy') will be to promote women and girls opportunities in the sports and active recreation community. Bayside is already advocating, supporting and providing opportunities for women and girls in a number of ways, such as female friendly pavilions and other infrastructure including sportsground lighting that provide enhanced utilisation and safer inclusive spaces. Council will continue to support women and girls in sport; however, the Policy extends the lens on our community recreational infrastructure, support full participation opportunities (player, coaching, administrator, volunteer, spectator), equal representation (leadership and governance), and prioritise facility access that advocates for women and girls. The Policy supports the foundation for change and action for publicly owned community sports infrastructure.

The Policy will be a key driver for practical and cultural change to ensure everyone has access to the full benefits that sport and active recreation provides in Bayside. The Policy is designed to help Council and stakeholders think critically about how their policies, strategies, plans, sports infrastructure, programs and services meet the diverse needs of women and girls in the sport and active recreation community.



Guiding Principles

The Policy guiding 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.

Council is committed to all six Principles of inclusivity for full participation, equal representation, encouraging and supporting user groups, and prioritising user groups committed to gender equity. Council has a more active role to play in relation to Principles 1, 5 and 6, with more of a collaboration and advocacy role for Principles 2, 3, and 4, although all principles coincide with the impact they will have on the community.

Measuring Success

To support the Policy, Council has also developed an Action Plan to outline what steps and strategies Council will take to support the inclusion of women, girls and diverse groups in accessing and using community sports infrastructure.

The Policy and this Action Plan are based on six principles of inclusivity for full participation, equal representation, encouraging and supporting user groups, and prioritising user groups committed to gender equity.

Legislative and Policy

Bayside's 2050 Vision is that Bayside leads the way as a diverse, healthy, and liveable place. We value economic and cultural progress, environmental sustainability and protection of open spaces and coastline. Fair Access for women and girls is a non-negotiable at Bayside City Council and we are extending this value to our community that all people should have fair and reasonable access.

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. The Action Plan will clarify the role of Council and what impact sport and active recreation can have on our community wellbeing. So, how we program, provide access and utilise sports facilities is important.

Women and girls will be able to access all activities and sports throughout Bayside with the aim for our sports clubs and recreation activities to reflect our community to be diverse, equitable and inclusive for all.

Council's Commitment

Council acknowledges:

1. the disadvantaged position some individuals have had in the sport and active recreation sector because of their gender; and
2. that achieving gender equity will require diverse approaches for women and girls, trans and gender diverse people to achieve the similar outcomes for people of all genders in the community.

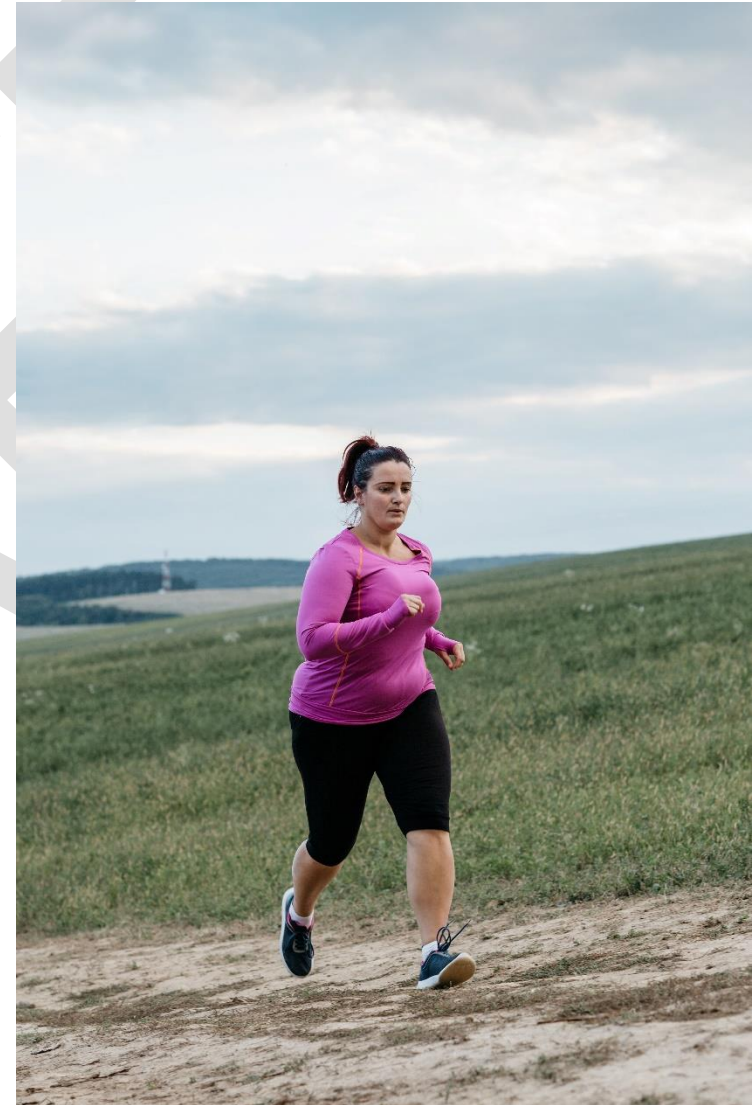
Council will:

1. engage fairly and equitably with all staff, governance working groups, local and state sporting associations, and members of our sport and active recreation community, regardless of their gender identity, race, Aboriginality, religion, ethnicity, disability, age, sexual orientation and in a positive, respectful, and constructive manner.
2. engage in the process of completing Equity Impact Assessments (EIA's) to assess the implications for the community 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.



Key Objectives

- To 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 sport and recreation to advocate for women and girls.
- To ensure an effective place-based response for gender equitable use and access of community sports and active recreation infrastructure.
- To promote gender equality in policies, programs, communications, and services as they relate to community sports and active recreation infrastructure.
- To build the knowledge, support and understanding of community sport and active recreation clubs and groups to assist with the identification and elimination of systemic causes of gender inequality to access sport clubs, recreation activities and play.
- To make decisions that benefit the whole community for allocations, programs and services. The commitment to prioritise and call out inequalities in decision making for fair access.



Council Actions

Principle 1 - Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive

Actions	Progress indicator	Responsibility	Timeline
1.1 Council will advocate and ensure women and girls have access to female friendly/gender neutral sport and active recreation infrastructure.	<ul style="list-style-type: none"> Women and girls have access to the most suitable facilities. (Pavilions, Sportsgrounds, Recreation infrastructure). 	<ul style="list-style-type: none"> Council 	2024-2028
1.2 Council will support, advocate and provide safe, welcoming and inclusive environments through sport and active recreation capital works projects.	<ul style="list-style-type: none"> Capital works projects that include female friendly/gender neutral environments. Use positive and inclusive images for Council signage in facilities, promotional material advertising facilities/sport and active recreation, communications, and media. 	<ul style="list-style-type: none"> Council Partner with Sport and Recreation Clubs/Associations/Leagues 	2024-2028
1.3 Council will update the application and allocations process for sport and active recreation groups to ensure safe and welcoming environments.	<ul style="list-style-type: none"> Council fairly allowing access to Council facilities aligning to the <i>Sports Facility User Guidelines</i> hierarchy, including the Sportsgrounds Allocation Policy supporting clubs that are gender inclusive (player, coaching, administrator, volunteer, spectator). 	<ul style="list-style-type: none"> Council Partner with Sport and Recreation Clubs/Associations/Leagues 	2024-2027

Principle 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.

Actions	Progress indicator	Responsibility	Timeline
2.1 Encourage and advocate grant and funding opportunities for participation involvement.	<ul style="list-style-type: none"> • Number of clubs accessing Bayside Annual Community Grants to support participation and new pathways, education or significant events. (e.g. Indigenous Round, ANZAC Round, Pride Round, Harmony Round). 	<ul style="list-style-type: none"> • Council 	2024-2028
2.2 Ensure completion of an EIA for all new or upcoming renewals of any master plans, policies, strategies etc.	<ul style="list-style-type: none"> • Council proactively creating an equitable lens. 	<ul style="list-style-type: none"> • Council 	2024-2028
2.3 Promote and support clubs to complete Gender Inclusive Sporting Club such as Self-Assessment Tool (e.g. visits from sporting stars, social Room bookings, fee subsidies). Advocate to leagues / associations for welcoming policies and practices.	<ul style="list-style-type: none"> • Support a number of clubs to complete the GIA. • Support clubs and associations to create welcoming and gender equitable Policies. 	<ul style="list-style-type: none"> • Council 	2024-2028

2.4 Seek funding and grant opportunities to continue upskilling committee members and or players with gender equity and bystander training.	<ul style="list-style-type: none">• Ensure a number of grants and funding opportunities are submitted to support gender equity.	<ul style="list-style-type: none">• Council	2024-2028
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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 sport.

Actions	Progress indicator	Responsibility	Timeline
3.1 Council to collaborate with Associations, Leagues and Clubs to support and encourage consultation with players, coaches and parent/guardians to understand the needs of their women and girls participants before allocating events, training and games.	<ul style="list-style-type: none">• Council is engaged with Clubs, Associations and Leagues about their equitable access arrangements.• Feedback from women and girls on the equitable access and use of infrastructure.	<ul style="list-style-type: none">• Council	2024-2028
3.2 Council will support, partner and promote sports and active recreation groups or initiatives that are endeavouring to support women and girls' participation.	<ul style="list-style-type: none">• Council share, promote and support participation opportunities for women and girls across the community.• Council support community programs or events for women and girls to get active (e.g. This Girls Can, Get Active Victoria, Step-tember, 16 days of activism, etc)	<ul style="list-style-type: none">• Council• Partner with Sport and Recreation Clubs/Associations/Leagues	2024-2028

Principle 4 - Women and girls should be equitably represented in leadership and governance roles.

Actions	Progress indicator	Responsibility	Timeline
4.1 Council will support each club to develop at least one women and girls 'champion' to help lead the implementation of their Gender Equity Action Plans.	<ul style="list-style-type: none"> • Advocate for a 'Women and Girls Champion' to liaise with Council on women and girls pathway opportunities, education opportunities and participation growth. • Council to seek funding for training and mentorship opportunities for clubs. 	<ul style="list-style-type: none"> • Council • Partner with Sport and Recreation Clubs/Associations/Leagues 	2024-2028
4.2 Support and provide opportunities for a 'Women's sport and active recreation' or 'Leaders Networking' group providing empowerment and confidence on the committees, in governance roles, coaching or supporting participation growth.	<ul style="list-style-type: none"> • Council support and promote opportunities for networking to empower women and girls in sport and recreation (player, coaching, administrator, volunteer). • Council to seek funding for leadership and governance role development. 	<ul style="list-style-type: none"> • Council 	2024-2028
4.3 Council will provide support and resources for sport and active recreation groups to make change for women and girls to access leadership or governance roles.	<ul style="list-style-type: none"> • Update website resources to support women and girls in Bayside (player, coaching, administrator, volunteer, spectator). 	<ul style="list-style-type: none"> • Council 	2024-2028

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	Progress indicator	Responsibility	Timeline
5.1 Council will update the <i>Sports Facility User Guidelines</i> and User Agreements to include Fair Access actions and expectations.	<ul style="list-style-type: none"> • Council update Guidelines, processes and User Agreements to reflect: <ul style="list-style-type: none"> ○ Clubs complete GIA. ○ Clubs develop Fair Access Action Plans. ○ Clubs commit to Child Safe/‘Zero-tolerance’. ○ Clubs commit to ‘GoodSports’ Program. ○ Clubs submit player, coaching, administrator, volunteer numbers & genders. • Clubs sign and commit to the Guidelines through their User Agreements. 	<ul style="list-style-type: none"> • Council • Partner with Sport and Recreation Clubs/Associations/Leagues 	2024-2028
5.2 Council will seek funding and grant opportunities to invest in programs and resources that attract equal access of diverse users, and to continue upskilling committee members and/or players with gender equity and bystander training.	<ul style="list-style-type: none"> • Funding received and programs delivered to engage and support women and girls. 	<ul style="list-style-type: none"> • Council • Partner with Sport and Recreation Clubs/Associations/Leagues 	2024-2028

5.3 Council will support clubs with the development of an Action Plan aligning to the 6 Principles.	<ul style="list-style-type: none"> • All clubs to have an Action Plan to support women and girls participation, welcoming environments, leadership and governance opportunities. 	<ul style="list-style-type: none"> • Sport and Recreation Clubs/Associations/Leagues • Council 	2024-2025
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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	Progress indicator	Responsibility	Timeline
6.1 Council will support and advocate for clubs that meet all requirements outlined in the Action Plan, <i>Sport Facilities User Guidelines</i> and <i>Sportsground Allocations Policy</i> .	<ul style="list-style-type: none"> • Council to prioritise Clubs that are providing gender equitable opportunities with funding and grant opportunities. • Council to prioritise use of and access to facilities to Clubs that are providing gender equitable opportunities. 	<ul style="list-style-type: none"> • Council 	2024-2025
6.2 Council Officers attend and share upskilling opportunities related Gender Equity and Fair Access as they arise.	<ul style="list-style-type: none"> • Council Officers enhance understanding of the impacts that gender equity will have in the sport and recreation community. 	<ul style="list-style-type: none"> • Council 	2024-2025

6.3 Council will complete Equity Impact Assessments to ensure all new or renewal of master plans, policies, processes, strategies, services and events, where applicable to community sports and active recreation, deliver an equitable lens with the needed resources, focused on women and girls.	• EIA's completed and reported as required.	• Council	2024-2028
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Clubs Actions

Principle 1 - Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive

Actions	Progress indicator	Responsibility	Timeline
1.1 Clubs will support and identify opportunities at their club to have a welcoming and safe environment.	<ul style="list-style-type: none"> • Club member feedback reflecting safe, welcoming and inclusive environments for women and girls. (e.g. change room signage for safety, welcoming officer/volunteer, welcome to the club evenings, images of volunteers/committee members on website). • Positive and inclusive images are used in Council facilities, promotional material, communications, and media. 	• Clubs/Associations/Leagues	2024-2028
1.2 Clubs will adopt a Child Safe/zero-tolerance approach to inappropriate, disrespectful, or aggressive behaviours and calling out that behaviour for all.	<ul style="list-style-type: none"> • Submit a commitment of adoption of a Child Safe/zero-tolerance. 	• Clubs/Associations/Leagues	2024-2028
1.3 Clubs will update their details for the 'GoodSports' Club Program.	<ul style="list-style-type: none"> • Submit a commitment for 'GoodSports Program'. 	• Clubs/Associations/Leagues	2024-2028
1.4 Clubs will read and follow the <i>Sports Facility User Guidelines</i> , <i>Sportsgrounds Allocation Policy</i> to ensure that they provide a Fair Access environment.	<ul style="list-style-type: none"> • Clubs commit to the Guidelines via User Agreements. 	• Clubs/Associations/Leagues	2024-2028

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Principle 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.

Actions	Progress indicator	Responsibility	Timeline
2.1 Clubs will support and promote women and girls' to participate in their participation programs.	<ul style="list-style-type: none"> • Number of participation opportunities for women and girls. 	<ul style="list-style-type: none"> • Clubs/Associations/Leagues 	2024-2028
2.2 Clubs to provide and share training and involvement opportunities: women and girls' participation for player, coaching, administrator, volunteer, spectator.	<ul style="list-style-type: none"> • Growth in off-field involvement of women and girls. • Clubs create a diversity strategy or set goals as part of Action Plan that focuses on equal representation in decision making roles across different aspects of the sporting club (executive, committee and coaching/ officiating roles). • Clubs to share committee roles and volunteer opportunities. • Clubs to promote official and coaching opportunities and training to members. • Clubs to attend or partner organisations for education opportunities for growth. (women on committees, volunteer growth, engaging women and girls to participate) 	<ul style="list-style-type: none"> • Clubs/Associations/Leagues 	2024-2028

2.3 Clubs to ensure social events are inclusive and welcoming to women and girls, fostering a sense of belonging and camaraderie.	<ul style="list-style-type: none"> • Feedback on types of events, promotion and attendance. 	<ul style="list-style-type: none"> • Clubs/Associations/Leagues 	2024-2028
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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 sport.

Actions	Progress indicator	Responsibility	Timeline
3.1 Clubs to consult with member, players, coaches, volunteers and parent/guardians to understand the needs of their participants before allocating events, training and game times.	<ul style="list-style-type: none"> • Clubs engage with their members • Clubs evidence of increased number of participants and involvement (player, coaching, administrator, volunteer, spectator) 	<ul style="list-style-type: none"> • Clubs/Associations/Leagues 	2024-2028
3.2 Clubs fairly distribute training times and schedules, share a training schedule at the start of a season.	<ul style="list-style-type: none"> • Utilising Club member survey information to create training schedules and collaborate with associations/leagues for match allocations. 	<ul style="list-style-type: none"> • Clubs/Associations/Leagues 	2024-2028

3.3 Clubs to provide, partner and facilitate other offerings for women and girls to engage in sport and recreation.	<ul style="list-style-type: none"> • Clubs collaborating with associations/leagues to encourage and advocate change in uniform policies, come & try opportunities and pathway options for choice. (social events, social programs) • Club offering events to engage women and girls (e.g. Pride Round, Harmoney Round, etc) • Clubs engaged with broader community initiatives for inclusion, (e.g. This Girl Can, Get Active Victoria, 16 Days of Activism, etc) 	• Clubs/Associations/Leagues	2024-2028
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Principle 4 - Women and girls should be equitably represented in leadership and governance roles.

Actions	Progress indicator	Responsibility	Timeline
4.1 Clubs to encourage and advocate for a women and girls 'champion' person to drive women and girls involvement.	<ul style="list-style-type: none"> • A 'Women and Girls Champion' to liaise with Council on women and girls pathway opportunities, education opportunities and participation growth. 	• Clubs/Associations/Leagues	2024-2028
4.2 Clubs will support and encourage participants and members to attend women's sport and active recreation groups/ 'Leaders Networking' groups providing empowerment and confidence on the committee, in governance roles, coaching or supporting participation growth.	<ul style="list-style-type: none"> • Create a goal for the number of women on the committee or executive coaching roles. • Provide opportunities for upskilling or training. 	• Clubs/Associations/Leagues	2024-2028

4.3 Clubs will promote and illustrate opportunities for women and girls to access leadership or governance roles.	<ul style="list-style-type: none"> • Update website, socials or other communications. 	<ul style="list-style-type: none"> • Clubs/Associations/Leagues 	2024-2028
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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	Progress indicator	Responsibility	Timeline
5.1 Clubs to complete a Gender Impact Assessment (GIA).	<ul style="list-style-type: none"> • Gender Equity Assessments completed and provided to Council. 	<ul style="list-style-type: none"> • Clubs/Associations/Leagues 	2024-2025
5.2 Clubs will support and attend opportunities for Gender Equity training.	<ul style="list-style-type: none"> • Attend training and gender equity opportunities for learning, development and member upskilling. 	<ul style="list-style-type: none"> • Clubs/Associations/Leagues 	2024-2028
5.3 Clubs will develop their own an Action Plan aligning to the 6 Principles.	<ul style="list-style-type: none"> • Clubs to have an Action Plan to support women and girls participation, welcoming environments, leadership and governance opportunities. 	<ul style="list-style-type: none"> • Clubs/Associations/Leagues 	2024-2025

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	Progress indicator	Responsibility	Timeline
6.1 Clubs meet all requirements outlined in the Fair Access Action Plan, <i>Sport Facilities User Guidelines</i> and <i>Sportsground Allocations Policy</i>	<ul style="list-style-type: none"> • Clubs adherence to the Action Plan, Guidelines and Policy. 	<ul style="list-style-type: none"> • Clubs/Associations/Leagues 	2024-2025
6.2 Clubs prioritise access, commitment and support towards women and girls	<ul style="list-style-type: none"> • Clubs provide gender equitable opportunities will receive enhanced support for funding and facility utilisation. 	<ul style="list-style-type: none"> • Clubs/Associations/Leagues 	2024-2028



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