

COUNCIL POLICY  
**Fair Access**

---

## Contents

1. Purpose.....	4
2. Scope.....	4
3. Policy framework.....	5
4. Commitment.....	6
5. Roles and Responsibilities .....	6
6. Breaches .....	7
7. Human Rights Charter compatibility .....	7
8. Gender Impact Assessment.....	7
9. Supporting documents.....	7
10. Definitions and abbreviations .....	8
11. Approval.....	10
12. Addendum: The Fair Access Action Plan.....	11

**DOCUMENT UNCONTROLLED WHEN PRINTED**

Policy number	Status Draft	For Approval by Council
Date approved	Next review date 30 June 2027	
Directorate Assets	Department Assets and Engineering	External

**REVISION RECORD**

MANDATORY – Use 1.0, 2.0 for adopted / approved versions and 1.1, 1.2 for drafts or revisions without change.

1.0	Draft	Approval for public exhibition

## 1. Purpose

The Fair Access Policy (the Policy) seeks to address known barriers experienced by persons of all genders in accessing and using community sports infrastructure. The Policy aims to progressively build capacity and capabilities of Alpine Shire Council (Council), specifically relating to any recreation facility that is under Council's ownership or delegated management, 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.

Council will undertake the necessary and proportionate steps from within available resource towards implementation of the Fair Access Policy.

## 2. Scope

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 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. This aligns with Council's *Community Vision 2040 & Council Plan 2021-25*, the *Municipal Public Health & Wellbeing Plan*, and the *Sport and Active Recreation Plan 2022-2033*.

For Council, the Policy applies to all Council owned or managed under delegation community sports facilities and infrastructure. The Policy also applies to any new community sports facilities and infrastructure which Council becomes responsible for during the scope of this Policy.

**Council owned or managed under delegation sports and recreation infrastructure:**

- Bright Sports Centre and Indoor Pool
- McNamara Reserve and Memorial Park
- Mount Beauty Swimming Pool
- Mount Beauty Recreation Reserve
- Mount Beauty Stadium
- Myrtleford Swimming Pool
- Myrtleford Stadium
- Mystic Park
- Pioneer Park Recreation Reserve

### 3. Policy framework

#### Fair Access Principles

The Fair Access 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. This Policy and any resultant action plan are based on six (6) principles of inclusivity, full participation, equal representation, encouraging and supporting user groups, and prioritising user groups committed to equality.

Council considers that these principles provide clear direction to work towards over the medium to long-term, while also enabling adaption to the specific environment of the Alpine region.



(Image source: Office for Women in Sport and Recreation, Fair Access Policy Roadmap – 2022)

## 4. Commitment

Council commits to undertake a Gender (or Equity) Impact Assessment (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.

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

Council acknowledges:

- the disadvantaged position some individuals have had in the sport and recreation sector because of their gender; and
- that achieving gender equality will require diverse approaches for women, men, and gender diverse people to achieve similar outcomes for people of all genders.

Council will strive to:

- engage fairly and equitably with all staff, state sporting organisations, regional sport assemblies (where applicable) and members of our sport and recreation community, regardless of their gender, in a positive, respectful, and constructive manner; and
- undertake GIAs to assess the implications for women, men, and gender diverse people 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.

## 5. Roles and Responsibilities

All Council staff will be responsible for implementing this Fair Access Policy.

Management personnel, staff, volunteers, and stakeholders (for example committees of management, community groups and sporting clubs) within Council also have a shared responsibility to support the policy, as outlined in the "Responsibilities" section.

The following positions are responsible for:

Responsibility	Role / Position
<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 gender diversity in sport and active recreation.</li> </ul>	All Staff

Responsibility	Role / Position
<ul style="list-style-type: none"> <li>Support the review of sport and recreation policies and processes.</li> </ul>	All Staff
<ul style="list-style-type: none"> <li>To communicate and educate sport and recreation infrastructure user groups and users.</li> </ul>	Manager Operations and Manager Community Development
<ul style="list-style-type: none"> <li>To adhere to and communicate the policy when required.</li> <li>To attend training / awareness programs.</li> <li>To use their initiative to undertake GIA where appropriate.</li> </ul>	All Staff

## 6. Breaches

Failure to comply with this Policy, supporting procedures or guidelines, will be subject to investigation, which may result in disciplinary action.

## 7. Human Rights Charter compatibility

This policy has been assessed as being compatible with the *Charter of Human Rights and Responsibilities Act 2006 [Vic]*.

## 8. Gender Impact Assessment

The implications of this policy were assessed in accordance with the requirements of the *Gender Equality Act (2020)*. The Gender Impact Assessment (GIA) showed that it is recommended that Fair Access Policy and Action Plan continue under the guidance of the Women in Sport and Recreation. Additionally, Council should extend upon the Policy and Action Plan to include a more intersectional approach when considering other marginalised community members experiences of sports and recreation within the Alpine Shire.

## 9. Supporting documents

This policy should be read in conjunction with all other relevant Council policies and procedures, as well as relevant legislative requirements.

- *Local Government Act 2020 [Vic]*
- *Gender Equality Act 2020 [Vic]*
- *Equal Opportunity Act 2010 [Vic]*
- *Charter of Human Rights and Responsibilities Act 2006 [Vic]*
- *Community Vision 2040 & Council Plan 2021-25 inc Municipal Public Health & Wellbeing Plan*
- *Alpine Shire Council Sport and Active Recreation Plan 2022 – 2033*

## 10. Definitions and abbreviations

Term/Abbreviation	Definition
Committees of Management	For the purposes of this document, 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 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.
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.
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.



Term/Abbreviation	Definition
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 (or Equity) 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.
Public land management groups	For the purposes of this document, are the Committees of Management appointed under the <i>Crown Land (Reserves) Act 1978</i> and responsible for the management of recreation reserves where community sport training and games are held.
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.

# 11. Approval

Adopted by Council:

THE COMMON SEAL OF THE  
ALPINE SHIRE COUNCIL was  
hereunto affixed this XX day of  
<Month> 20XX  
in the presence of:

COUNCILLOR	SIGNATURE
COUNCILLOR	SIGNATURE
CHIEF EXECUTIVE OFFICER	SIGNATURE

## 12. Addendum: The Fair Access Action Plan

**Principle 1: Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive.**

Action	Timeframe	Responsibility	Indicator of success
Audit Council owned community sports infrastructure to determine suitability for women and girls (e.g., baby change facilities)	12 - 24 months	Property and Contracts Coordinator	All facilities audited within 2 years of policy adoption
Complete a Gender (or Equity) Impact Assessment (GIA) for any new community sports infrastructure	Ongoing	Manager Assets and Engineering	GIAs completed as required, progress reports submitted to Commission for Gender Equality in the Public Sector
Complete a Gender (or Equity) Impact Assessment (GIA) for any new policies, plans or programs	Ongoing	Property and Contracts Coordinator	GIAs completed as required, progress reports submitted to Commission for Gender Equality in the Public Sector

**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.**

Action	Timeframe	Responsibility	Indicator of Success
Promote and celebrate clubs with women in non-playing roles (e.g., coach, president)	(6 – 12 months)	Community Development Coordinator	Share case studies in minimum four council news items (or newsletters from sector partners, e.g., regional sports assembly)

**Principle 3: Women and girls will have equitable access to and use of community sport infrastructure:**

Action	Timeframe	Responsibility	Indicator of Success
Lease, License and Service Agreement with leagues and club committees will encourage consultation with players on preferred training and playing times prior to the commencement of the sports season to facilitate greater participation by women and girls.	Ongoing	Property and Contracts Coordinator	Evidence of consultation provided to council (e.g., survey results)

**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.**

Action	Timeframe	Responsibility	Indicator of Success
Educate all clubs in the Alpine Shire on the importance of welcome and safe environments (e.g., offensive photos and promotional materials are removed)	12 – 24 months	Property and Contracts Coordinator	Education materials distributed to sporting clubs and groups and Committees of Management

**Principle 6: Prioritise access, use and support to all user groups who demonstrate an on-going commitment to gender equitable access and use of allocated community sport infrastructure.**

Action	Timeframe	Responsibility	Indicator of Success
Community Grant Guidelines amended to include prioritisation of applications by Sports Club that embrace gender equity, and participation by women, girls & non-binary people in sports and sports leadership.	Immediate and ongoing	Community Development Coordinator	Increased applications for Community Grant for projects that support, enhance, and further women's participation in community sports.