

## DRAFT Sport and Recreation Fair Access Policy

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### Purpose

The Fair Access Policy (the Policy) seeks to address known barriers experienced by women and girls in accessing and using community sports infrastructure. The Policy aims to progressively build capacity and capabilities of *Wodonga 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.

*Wodonga Council* will undertake the necessary and proportionate steps towards implementation of the Fair Access Policy.

### Background

Sport is a highly visible and valued feature of *Wodonga Council'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. *Wodonga Council* is well positioned to design and implement place-based, integrated action plans that progress gender equality in community sport.

The Victorian Government is committed to developing an environment for all Victorians to live in a safe and equal society, have access to equal power, resources, and opportunities, and are treated with dignity, respect, and fairness. A reform agenda has been developed to change the systems that have perpetuated gender inequality by designing an enduring structure that requires implementation and tracking of progress over time.

This reform agenda includes addressing the traditional structures and way community sport and recreation organisations operate through the implementation of all nine (9) recommendations from the *2015 Inquiry into Women and Girls in Sport and Active Recreation*. This includes recommendation six (6):

*"...encourage facility owners and managers to review access and usage policies to ensure women and girls have a fair share of access to the highest quality facilities at the best and most popular times"*

and

*"facilitating a universal adoption of [policies, strategies and audit tools] will drive change further"*

As stipulated by the Gender Equality Act 2020, *Wodonga Council*, as a defined entity, is obligated to integrate gender equality considerations into the development and review of all new council policies, programs, communications, and services which have a direct and significant impact on the public. This policy further reinforces and aligns with this obligation, underscoring council's commitment to systematically address gender equality within the realm of community sports infrastructure.

### Objective

This Statement of Intent establishes the expectation that gender equality is considered and prioritised in all current and future *Wodonga Council's* planning, policy, service delivery and practice as they relate to community sports infrastructure.

- a. *Wodonga Council* recognises that gender equality is the attainment of equal rights, responsibilities, and opportunities of women, men, trans and gender diverse people. Equality does not mean that women, men, trans and gender diverse people will become the same but that their rights, responsibilities, and opportunities will not depend on their gender.



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- b. *Wodonga Council* recognises that gender equity is 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.

### 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 *Wodonga Council* 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 or Council Strategies:

Reform Agenda	Objectives
<b>To support <i>Wodonga Council</i> to take positive action towards achieving gender equity in the access and use of community sports infrastructure</b>	<p>To build capacity and capabilities of <i>Wodonga Council</i> 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.</p> <p>To ensure an effective place-based response for the gender equitable use and access of community sports infrastructure.</p> <p>To promote gender equality in policies, programs, communications, and services as they relate to community sports infrastructure.</p>

For *Wodonga Council*, the Policy applies to the following community sports infrastructure:

- *Community sports infrastructure owned/leased by Wodonga Council*

	Facility	Location
1	Baranduda Fields	Baranduda Boulevard, Baranduda
2	Baranduda Reserve	Sage Court, Baranduda
3	Willow Park	Pearce Street, Wodonga
4	Kelly Park	Lawrence Street, Wodonga
5	Emerald Oval	Emerald Avenue, Wodonga
6	Gayview Park	Serpentine Avenue, Wodonga
7	Birallee Oval	Marshall Street, Wodonga
8	Birallee Park BMX track	Silva Drive, Wodonga
9	Birallee Park Hockey Centre	Silva Drive, Wodonga
10	Martin Park - Les Cheesley Oval	Gordon Street, Wodonga



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11	Martin Park - John Flower Oval	Vermont Street, Wodonga
12	Kelly Park – Netball Wodonga	Lawrence Street, Wodonga
13	Kelly Park - Wodonga Tennis Centre	Dalgleish Street, Wodonga
14	Wodonga Sports & Leisure Centre	Leisure Centre Drive, Wodonga
15	WAVES (Aquatics Facility)	Mactier Avenue, Wodonga
16	Gerard Moylan Park	Brockley Street, Wodonga
17	Brian Esler Park	Higginson Court, Wodonga
18	La Trobe University Football Facility	University Drive, Wodonga
19	Belvoir Oval	Osburn Street, Wodonga
20	McLean Park	Mactier Avenue, Wodonga
21	Pat Parker Athletics Track	Pearce Street, Wodonga
22	Gateway Lakes	Lemke Road, Wodonga
23	Diamond Park	Lincoln Causeway, Wodonga

### Policy

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

*Wodonga Council* acknowledges:

- a. the disadvantaged position some individuals have had in the sport and recreation sector because of their gender; and
- b. 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.

*Wodonga Council* will:

1. engage fairly and equitably with all staff, governance working groups, 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
2. engage in the process of gender impact assessments to assess the implications for women, men, trans 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, and monitoring of policies and programs.

### 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.



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Wodonga Council is committed to adhering to these principles while simultaneously tailoring them to align with the distinctive context of the Wodonga Council's area.





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### Compliance and Monitoring

#### a. Actions

*Wodonga Council* commits to undertake a GIA on all renewal and new 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.

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

*Wodonga Council* has also identified specific actions to progress gender equitable access and use of community sports infrastructure in its Fair Access Action Plan.

#### b. Responsibility

*The Sport and Recreation team* is responsible for overseeing the implementation of this Policy. Management personnel, staff, volunteers, and stakeholders (for example SSAs and RSAs) at *Wodonga Council* have a shared responsibility to support the policy, as outlined in the table below.

Role	Responsibility
<b>Wodonga Council - CEO and Executive</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>Wodonga Council - Sport and Recreation Manager</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> </ul>



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<p><b>Wodonga Council – accountable Officer for the Gender Equality Act</b></p>	<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>• Supports the development of Gender Impact Assessment and submission of progress reports as per the Gender Equality Act 2020 obligations</li> </ul>
<p><b>Wodonga Council - Sport and Recreation Officers</b></p>	<ul style="list-style-type: none"> <li>• To communicate and educate sport and recreation infrastructure user groups and users.</li> </ul>
<p><b>Wodonga Council – all staff</b></p>	<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>

### Related policies

- *Wodonga Council Plan 2021-2025 – Adjusted 2023*
- *Albury Wodonga Sport and Recreation Strategy*
- *Wodonga Council Sport and Recreation Plan 2014-2040*
- *Wodonga Council Physical Activity Strategy 2021-2026*
- *Wodonga Council Safety, Inclusion and Equity Strategy 2016-2022*
- *Wodonga Council Gender Equality Action Plan*
- *Wodonga Council Diversity Equity and Inclusion Policy*
- *Wodonga Council Recreation Fees & Charges Policy*

### Related legislation

- *Victorian Charter of Human Rights and Responsibilities Act 2006 (Vic)*
- *Gender Equality Act 2020 (Vic)*
- *Local Government Act 2020 (Vic)*
- *Equal Opportunity Act 2010 (Vic)*

### Definitions

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### *Committees of Management*

For the purposes of this document, refers to committees appointed by the Department of Land, Water, Environment and Planning under the *Crown Land (Reserves) Act 1978* 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.

### *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.

### *Gender Impact Assessment, or GIA*

A requirement under the *Gender Equality Act 2020* 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 *Crown Land (Reserves) Act 1978* 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.

## **Review**



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Council may review this policy at any time but unless otherwise requested at least every four years from date of adoption. Minor amendments to the policy may be authorised by the CEO at any time where such changes do not alter the substance of the policy eg: typographical errors, a change to the name of a related policy, or a change to the name of legislation.

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<b>Next Review:</b>	