

Fair Access and Use Policy - Community Sports and Recreation Facilities

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Document Control

Responsible GM	Jody Riordan	
Division	Regional City Planning and Assets	
Last Updated (who and when)	Josh Wilson, Manager City Assets	Year 2024
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1. Background

Sport is a highly visible and valued feature of Latrobe City Council's 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 physical and mental wellbeing.

Following the *2015 Inquiry into Women and Girls in Sport and Active Recreation* and the subsequent formation of the Office for Women in Sport and Recreation, a reform agenda has been developed to change the systems that have perpetuated gender inequality. This includes addressing the built environment, and the traditional structures and ways community sports and recreation organisations operate.

Through the Latrobe City Council Gender Equality Leadership Statement, Council recognises the right of all people to be treated equally and acknowledges its important role in promoting gender equality within the Latrobe City community. By challenging gender inequality in community sport and recreation, Latrobe City Council is well positioned to design and implement place-based, integrated actions that progress gender equality to help create inclusive, equitable, healthy and safe environments for everyone.

2. Objectives

The Fair Access and Use Policy - Community Sports and Recreation Facilities (the Policy) seeks to address known barriers experienced by women and girls in accessing and using community sports and recreation facilities, and progressively build capacity and capabilities of Latrobe City Council in the identification and elimination of systemic causes of gender inequality. These actions will ensure Latrobe City Council can achieve gender equality for access and use of community sports and recreation facilities. This aligns with *Living Well Latrobe 2022-25*, Council's *Gender Equality Leadership Statement* and the *Community Access and Inclusion Policy*.

3. Guiding Principles

The Policy is based on the Fair Access Principles 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. Any resultant actions / action plans should be based on the six principles of inclusivity, full participation, equal representation, encouraging and supporting user groups, and prioritising user groups committed to equality (Figure 1).



Figure 1

Latrobe City Council considers that these principles provide clear direction, while also enabling adaption to the specific environment of Latrobe City.

In relation to fair access and use of community sports and recreation facilities, the Policy also enables effective and efficient integration of requirements under the *Local Government Act 2020*, the *Public Health and Wellbeing Act 2008* and specifically the *Gender Equality Act 2020*

4. Scope

The Policy applies to all Council owned and operated community sports and recreation facilities, including programs and services operated by third parties and community groups utilising Council facilities and resources.

Latrobe City Council commits to undertaking the necessary and proportionate steps towards implementation of the Policy, by ensuring an effective place-based response for the gender equitable access and use of community sports and recreation facilities. Latrobe City Council will promote gender equality in policies, procedures, programs, communications, and services as they relate to community sports and recreation facilities.

5. Principles of Management

Latrobe City Council acknowledges the work of the Gender Equality Act 2020, which is driving progress towards gender equality, ensuring everyone is valued and enjoys equal opportunities.

However, Latrobe City Council also acknowledges the disadvantage experienced by women and girls in the sport and recreation sector and that further improvement in this area is needed. This will require a review of the access and use of community sport and recreation facilities, a focus on enhancing opportunities for women in leadership roles, promoting respectful behaviour towards all people and recognising existing inequality.

Latrobe City Council recognises that gender inequality may be compounded by other aspects of a person's identity such as age, disability, or ethnicity and that achieving equality will require varied approaches to achieve similar outcomes for everyone.

Latrobe City Council will:

1. Design new and upgraded sport and active recreation facilities in line with gender equitable and inclusive practice and universal design principles in consultation with the community to ensure women and girls have equal access to resources and spaces. *(Fair Access Principle 1)*
2. Collect, record and analyse annual data to track progress and inform future decision making to further progress equality in sport and active recreation. *(Fair Access Principle 1)*
3. Undertake a review (including gender impact assessments where applicable) on relevant policies and procedures to ensure they align with the Guiding Principles of this Policy. *(Fair Access Principle 2 and 3)*
4. Support clubs to implement initiatives that welcome and encourage women into executive roles, board positions and high-performance coaching or officiating, and increase participation of women and girls and other groups who participate less. *(Fair Access Principle 4)*
5. Facilitate ongoing training in gender equality to enable the culture change required to deliver on this Policy. *(Fair Access Principle 5)*
6. Be a positive role model and leader within the community. *(Fair Access Principle 5)*
7. Prioritise access and support to user groups who demonstrate an ongoing commitment to gender equality and inclusion of people with disability, older people, Aboriginal and Torres Strait Islanders and people from culturally and linguistically diverse backgrounds. *(Fair Access Principle 6)*

6. Accountability and Responsibility

Accountability and responsibility for this policy is outlined below.

6.1 Council

- Responsibility to ensure this Policy is consistent with Latrobe City Council Strategic Direction and other Latrobe City Council Policy
- Responsibility for the decision to approve this Policy by Council Resolution

6.2 Chief Executive Officer

- Overall responsibility for compliance with this policy
- Overall responsibility for enforcing accountability
- Overall responsibility for providing resources
- Overall responsibility for performance monitoring

6.3 General Manager

- Responsibility for compliance with this policy
- Responsibility for enforcing accountability
- Responsibility for providing resources
- Responsibility for performance monitoring

6.4 Manager

- Develop frameworks, procedures and action plans in compliance with this policy
- Enforce responsibilities to achieve compliance with frameworks and procedures
- Provide appropriate resources for the execution of the frameworks and procedures

6.5 Employees, Contractors and Volunteers

- Participate where required in the development of frameworks and procedures in compliance with this policy.
- Comply with frameworks and procedures developed to achieve compliance with this policy.

7. Evaluation and Review

This policy will be reviewed on request of Council, in the event of significant change in the Executive Team, significant changes to legislation applicable to the subject matter of the policy or, in any other case, during each Council term (generally four years).

8. Definitions

Community Sports and Recreation Facilities: Developments on Council owned or managed land that are used for the purposes of providing active sport and recreation activities within Latrobe City, including outdoor open spaces and indoor sporting centres/stadiums and aquatic facilities.

Gender equality: When the rights, responsibilities and opportunities of all people are equal, and not impacted or affected by gender.

Equity: Treating everyone fairly by taking into consideration any unique barriers or disadvantages, and ensuring all people have access to the same opportunities.

Gender Impact Assessment (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.

9. Related Documents

Gender Equality Leadership Statement

Gender Equality Action Plan

Community Access and Inclusion Policy

Recreation Infrastructure Funding Policy 2023

Recreation Needs Assessment

Sporting Reserves and Pavilion Licence

Policy for the Temporary Naming Rights of Sporting Grounds and Fields

Recreation Reserves and Facilities Signage Policy

Public Open Space Strategy

Recreation and Leisure Strategy

10. Reference Documents

Gender Equality Act 2020 (Vic)

Local Government Act 2020 (Vic)

Equal Opportunity Act 2010 (Vic)

Public Health and Wellbeing Act 2008 (Vic)

11. Appendices

Nil.

Regional City Planning and Assets
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