

# Moira Shire Council

## Fair Access Policy for Community Sport

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|--------------------------------|-------------------------------------------------------------------------------------------|
| <b>Policy type</b>             | Council                                                                                   |
| <b>Version Number</b>          |                                                                                           |
| <b>Responsible Director</b>    | Director Community                                                                        |
| <b>Responsible Officer</b>     | Team Leader Recreational Development                                                      |
| <b>Date endorsed by ELT</b>    |                                                                                           |
| <b>Date adopted by Council</b> |                                                                                           |
| <b>Scheduled for review</b>    | This policy will be reviewed four years from the date of adoption, or sooner if required. |

It is recognised that, from time to time, circumstances may change leading to the need for minor administrative changes to this document. Administrative changes do not materially alter the document (such as spelling/typographical errors, change to the name of a Council department, a change to the name of a Federal or State Government department). Administrative updates can be made in accordance with the Policy Framework Guidelines.

## PURPOSE

The Moira Shire Council Fair Access Policy for Community Sport (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 Moira Shire 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.

Moira Shire Council will undertake take the necessary and proportionate steps towards implementation of the Policy.

## BACKGROUND

Sport is a highly visible and valued feature of Moira Shire 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. Moira Shire Council is well positioned to design and implement place-based, integrated actions 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 a defined entity of the Gender Equality Act 2020, Moira Shire Council conducts Gender Impact Assessments (GIA) on all new policies, programs, communications, and services, including those up for review, which directly and significantly impact the public. The access and use of community sports infrastructure is an example of policy that has a direct and significant impact on the public.

## 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 Moira Shire 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.

## OBJECTIVES

To support Moira Shire Council to take positive action towards achieving gender equity in the access and use of community sports infrastructure.

To build capacity and capabilities of Moira Shire 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 ensure an effective place-based response for the gender equitable use and access of community sports infrastructure.

To promote gender equality in policies, programs, communications, and services as they relate to community sports infrastructure.

For Moira Shire Council, the Policy applies to the following community sports infrastructure:

|                                             |
|---------------------------------------------|
| <b>Recreation Facilities</b>                |
| Cobram Sports Stadium                       |
| Nathalia Sports & Community Centre          |
| <b>Aquatic and Leisure Facilities</b>       |
| Cobram Memorial Swimming Pool               |
| Nathalia Memorial Swimming Pool             |
| Ray Denman Memorial Swimming Pool Numurkah  |
| Strathmerton Outdoor Pool                   |
| Yarrawonga Mulwala Swimming Pool            |
| Numurkah Aquatic & Fitness Centre           |
| <b>Recreation Reserves</b>                  |
| Cobram Showground Apex Park                 |
| Cobram Scott Reserve                        |
| Yarrawonga Showground                       |
| Yarrawonga JC Lowe Oval Reserve             |
| Numurkah Showgrounds and Recreation Reserve |
| Nathalia Showgrounds and Recreation Reserve |
| Tungamah Recreation Reserve                 |
| Strathmerton Recreation Reserve             |
| Katamatite Recreation Reserve               |
| <b>Recreation Reserves Continued</b>        |
| Katunga Recreation Reserve                  |

|                                |
|--------------------------------|
| Picola Recreation Reserve      |
| Waaia Recreation Reserve       |
| Yarroweyah Recreation Reserve  |
| Wunghnu Recreation Reserve     |
| Yalca Recreation Reserve       |
| Invergordon Recreation Reserve |

## POLICY FRAMEWORK

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

Moirā Shire 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.

Moirā Shire 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, monitoring of policies and programs.

## POLICY STATEMENT

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

- a. Moirā Shire 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.
- b. Moirā Shire 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.

## MONITORING AND EVALUATION

### *a. Actions*

Moira Shire Council commits to undertake a 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.

If the process of assessing current policies and processes identifies opportunities to develop or strengthen gender equitable access and use of community sports facilities in alignment with the Fair Access Principles, Moira Shire council commits to developing and adopting a locally relevant gender equitable access and use policy and action plan no later than 1 October 2024.

Moira Shire 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), forms part of the eligibility criteria for Victorian Government funding programs relating to community sports infrastructure from 1 July 2024.

Moira Shire 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 Team Leader Recreation is responsible for implementing Moira Shire Council's Fair Access Policy for Community Sport. Management personnel, staff, volunteers, and stakeholders (for example SSAs and RSAs) at Moira Shire Council have a shared responsibility to support the policy, as outlined in the table below.

| Role                                     | Responsibility                                                                                                                                                                                                                                                                                                                    |
|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Moira Shire<br/>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> |

| Role                                                                                                                     | Responsibility                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Moirā Shire Manager<br/>Economic<br/>Development,<br/>Tourism &amp;<br/>Recreation and Team<br/>Leader Recreation</b> | <ul style="list-style-type: none"> <li>• Lead the review of sport and recreation policies and processes.</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 <i>Gender Equality Act 2020</i> obligations</li> </ul> |
| <b>Moirā Shire<br/>Council officers</b>                                                                                  | <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 new or revised gender equitable policies.</li> <li>• Undertake Gender Impact Assessment and submission of progress reports as per the Gender Equality Act 2020 obligations</li> </ul>                                                                                                                                                                                                                                                   |
| <b>Moirā Shire<br/>Recreation Officer</b>                                                                                | <ul style="list-style-type: none"> <li>• To communicate and educate sport and recreation infrastructure user groups and users.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Moirā Shire<br/>Sports Club and<br/>Community Asset<br/>Committees</b>                                                | <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 LEGISLATION

*Local Government Act 2020*

*Charter of Human Rights & Responsibilities Act 2006*

*Gender Equality Act 2020*

*Equal opportunity Act 2010*

## RELATED POLICIES AND PROCEDURES

*Gender Equality Action Plan 2021-2025*

*Moirā Shire Council Recreation Strategy 2016-2026*

*Small Town Sports Sustainability Strategy 2023 (Draft)*