



## Fair Access in Sport Policy

Policy outcome	This policy supports Council's drive towards equitable access to sport and recreation among our growing community. This Policy aims to support positive outcomes for women and girls by building the capacity to identify and address the systemic causes of gender inequality within community sport and participation.
Responsible area	Open Space, Recreation and Community Resilience
Version	Version 1.0
Date approved/adopted	
Planned review date	This policy will be reviewed every five years, or in accordance with significant changes to legislation or aspects included in this policy that could affect the health and safety of the community and those impacted in this policy.



# 1. Purpose

The City of Port Phillip (Council) values the role sport and recreation plays in shaping the culture and identity of the municipality.

The Fair Access in Sport Policy (the 'Policy') has been designed to deliver gender equitable outcomes and support sports clubs in removing barriers for women and girls to participate in sport and recreation. This Policy addresses the systemic causes of gender inequality in policy, programs, communications, and delivery of services and community sports infrastructure.

## 1.1 Background

The City of Port Phillip is one of the most active municipalities in the state, with residents participating in a wide range of organised sport and informal recreation activities which can positively impact physical and mental health. However, when some of our community does not benefit from sport and recreation infrastructure and usage in an equitable manner, it can contribute to unequal outcomes and a wider culture of gender inequality in our community.

In August 2022, the Office for Women in Sport and Recreation, in partnership with Sport and Recreation Victoria and VicHealth, recognised the inequities experienced by women and girls in sport and the need for change. The Victorian Government announced the Fair Access in Sport Policy Roadmap to guide and support gender equitable access and utilisation of community sports infrastructure in Victoria.

The Roadmap has been used as a guide to inform this Policy and the resultant Action Plan; establishing the priority areas outlined in the Policy Statement relating to sports infrastructure and environment, participation, usage and allocations, leadership and governance.

## 2.Scope

This policy applies to:

- facilities, grounds and courts managed by Council
- sports clubs who use facilities, grounds and courts managed by Council
- sports clubs or facilities seeking Council to auspice funding opportunities.

This policy does not apply to:

- facilities, grounds and courts managed by others within the municipality
- commercial recreation providers and activities
- casual bookings of sports grounds
- school use of public space and sports grounds
- use of informal recreation infrastructure e.g. fitness equipment, modified basketball courts.

## 3.Policy

This policy will ensure that all women and girls, of all identities, in the City of Port Phillip can fully participate in and enjoy the benefits of community sport, with fair opportunity and access to local facilities.

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

This Policy is supported by the implementation of a place-based, integrated action plan that progresses gender equality in community sport.



### 3.1 Policy Statement:

Together with Port Phillip sports clubs, Council will:

1. Provide community sports **infrastructure and environments** that are genuinely welcoming, safe, and inclusive.
2. Ensure 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.
3. Adopt and implement **gender equitable access and use** practices for all community sport infrastructure.
4. Ensure sports clubs in our community engage women and girls in **leadership and governance** roles.

### 3.2 Policy Outcomes:

The policy will:

- promote a gender-aware and gender-responsive sports culture and community
- contribute to creating gender inclusive sports clubs to support gender equity
- promote, encourage and facilitate the achievement of gender equality to improve the status of all women and girls in sport and active recreation
- guide the development or review of projects, relevant strategies or policies to consider intersectionality
- support and educate sports clubs to consider the diversity amongst women and girls in their club
- guide Council process, development and ongoing management of sports facilities and clubs
- guide the development of capital works projects and maintenance of sports facilities
- inform communication and education strategies with sports clubs and users of sports infrastructure within the municipality
- be used to advocate for investment into better outcomes for sporting infrastructure and clubs
- guide our allocation of sportsgrounds and facilities.



## 4. Supplementary policy documents

- City of Port Phillip Fair Access in Sport Action Plan
- City of Port Phillip Council Plan 2021-2031
- City of Port Phillip Public Space Strategy 2022-2032
- City of Port Phillip Sport and Recreation Strategy 2015 – 2024
- City of Port Phillip's Gender Equality Action Plan

## 5. Related legislation and documents

- Local Government Act 2020
- Public Health and Wellbeing Act
- 2015 Inquiry into Women and Girls in Sport and Active Recreation (independent inquiry released by Victorian Government)

### Child Safe Policy

The City of Port Phillip is a Child Safe organisation and has a legal and moral responsibility to understand and activate their role in preventing, detecting, responding and reporting any Child Safety concerns. Council has zero tolerance for child abuse and is actively committed to embedding a culture of safety, wellbeing and inclusion for children and young people.

Consideration has been given to the Child Safe Standards in the development of this policy.

### Gender Equality Act 2020

Under the *Gender Equality Act 2020*, Council has a positive duty to advance gender equality in our organisation and our community.

Through the development of this policy, Council have assessed any impacts for people of different genders (women/girls, men/boys and people who are gender diverse). While gender impact assessment starts with gender, it also has considered impacts of other social factors such as age, Aboriginality, race, religion, (dis)ability, sexual orientation and socio-economic status.

## 6. Definitions

Term	Definition
<b>Community Sports Infrastructure</b>	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 sports grounds, surfaces, facilities and pavilions.
<b>Fair Access in Sport Policy Roadmap (Roadmap)</b>	The Fair Access in Sport Policy Roadmap has been developed in partnership with local governments, the state sport and active recreation sector and other key stakeholders to improve gender equitable access and use of publicly owned community sports infrastructure across Victoria. The Roadmap links the requirements of the Gender Equality Act 2020 to support local governments to work together to progress gender equitable access and use of community sports infrastructure across Victoria.
<b>Gender</b>	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.
<b>Gender equality</b>	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.
<b>Gender equity</b>	The provision of fairness and justice in the distribution of benefits and responsibilities based on gender. Gender equity may involve the use of temporary special measures to compensate for historical or systemic bias or discrimination. Equity ensures that women and men and girls and boys have an equal chance, not only at the starting point, but also when reaching the finishing line.
<b>Gender Impact Assessment (GIA)</b>	Under the Gender Equality Act 2020, Council has requirement to complete a Gender Impact Assessment (GIA) on policies that have a significant impact on the community. The assessment must evaluate the effects that a policy, program or service may have on people of different genders.
<b>Intersectionality</b>	The ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation (such as gender, age, socioeconomic status, sexuality, nationality, etc). It is a way of acknowledging that everyone has their own unique experiences of discrimination and privilege.



### Document history

Version	Date of approval/adoption	Changes made	ECM record

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