

Policy – Council – *Fair Access Policy*

Date created:	June 2024
Date of next review:	July 2026
Adopted by:	Pyrenees Shire Council
Date adopted:	TBA
Responsible officer:	Recreation Development Coordinator

1 PURPOSE AND SCOPE

To address known barriers experienced by women and girls in accessing and using Council's community sport and leisure infrastructure.

To progressively build the capacity and capabilities of council, its officers, and tenants, in the identification, and elimination of systemic causes of gender inequality. This will be addressed through the development of policy, programs, communications, and delivery of services in relation to community sports and leisure infrastructure.

This Policy applies to:

- All officers developing and implementing any form of recreational project, plan, or program.
- All officers interacting and communicating with community recreation groups/clubs.
- All officers and volunteer community committee members appointed to the management of a Council owned or managed community recreational facility.
- All clubs, users and community groups who utilise Pyrenees Shire Council managed recreational facilities (buildings and open spaces).

This policy does not apply to community sports and leisure infrastructure and groups operating from non-council assets (i.e. privately owned assets or Crown Land assets managed by Department of Energy, Environment and Climate Action appointed management committees).

2 POLICY STATEMENT

Council recognises that gender equality is the attainment of equal rights, responsibilities, and opportunities of women, men, trans, and gender diverse people. Fair Access seeks to address known barriers experienced by women and girls in accessing and using community sports infrastructure.

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Council is committed to working within an intersectional approach, particularly through understanding characteristics that may result in a form of discrimination. We acknowledge that individuals often experience multiple forms of discrimination simultaneously, for example due to their gender, sexual orientation, age, disability status or ethnicity. Council will continuously be focussed on how people experience any form of discrimination, through listening to communities that may be facing marginalisation.

Council acknowledges that gender equity is the provision of fairness and justice in the distribution of benefits and responsibilities based on gender identity. People may have different needs and power related to their gender or orientation and these differences should be identified and addressed in a manner that rectifies gender related imbalances.

Council acknowledges its community leadership role and requirements to have a gender equitable access and use policy and action plan, and the ability to demonstrate progress against that policy and action plan.

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.

2.1 Policy Objectives

This policy aims to:

- Consider and prioritise gender equality in all current and future planning, policy, service delivery and practice that relate to or affect community sports and leisure infrastructure.
- Make all voices, concerns and experiences, an integral dimension of the design, implementation, monitoring of policies and programs.
- Build capacity and capabilities of 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.
- Ensure an effective place-based response for the gender equitable use and access of community sports infrastructure.
- Promote gender equality in policies, programs, communications, and services as they relate to community sports and leisure infrastructure.
- Comply with the Gender Equality Act 2020, and the wider Victorian Government gender equality strategy.

2.2 Policy Principles

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, while also enabling adaption to the specific environment of Pyrenees.

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1.	Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive.
2.	Women and girls can fully participate in all aspects of community sport and active recreation (including as player, coach, administrator, official, volunteer and spectator).
3.	Women and girls will have equitable access to and use of community sport infrastructure: <ul style="list-style-type: none"> a. Of the highest quality available. b. At the best and most popular competition and training times and locations. c. To support existing and new participation opportunities, and a variety of sports
4.	Women and girls should be equitably represented in leadership and governance roles.
5.	Encourage and support all users who access and use community sports infrastructure to understand, adopt and implement gender equitable access and use practices.
6.	Prioritise access, use and support to all user groups who demonstrate an ongoing commitment to gender equitable access and use of all allocated community sports infrastructure.

3 POLICY IMPLEMENTATION

Council will engage in the process of gender impact assessments (GIA) to assess the implications for women, men, trans and gender diverse people of any planned action, including policies and communications.

The Policy supports 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 the Municipal Public Health and Wellbeing Plan.

3.1 Location and Infrastructure

This Policy applies to the following community recreational infrastructure:

#	Facility	Location
1	Goldfields Recreation Reserve and Beaufort Lake & Surrounds	39 Park Road, Beaufort
2	Beaufort Swimming Pool	13 Leichardt Street, Beaufort
3	Beaufort Skate Park	10 Beggs Street, Beaufort
4	Wotherspoon Park	24 Lawrence Street, Beaufort
5	Begg Street Park	Beggs Street, Beaufort
6	Waubra Recreation Reserve	2091 Sunraysia Highway, Waubra
7	Lexton Community Hub	1 Prince Street, Lexton
8	Toll Bar Park	27 Williamson Street, Lexton
9	Bakery Park	5 Evans Street, Amphitheatre
10	Landsborough Bowls	31 Burke Street, Landsborough
11	Landsborough Swimming Pool	30 Burke Street, Landsborough
12	Landsborough Caravan Park (Playground)	30A Burke Street, Landsborough
13	Avoca Swimming Pool	15 Davy Street, Avoca

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14	Snake Valley Skate Park	Linton-Carngham Road, Snake Valley
15	Snake Valley Public Hall (Playground)	875 Linton-Carngham Road, Snake Valley
16	Moonambel Common (Playground)	38 Brooke Street, Moonambel

3.2 Actions

Council will engage fairly and equitably with all staff, community asset committees and other nominated 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.

Council commits to undertake a GIAs on all current and future community sports infrastructure access and use policies, recreational projects, plans, and programs.

Council commits to consider opportunities to strengthen gender equitable access and use of community sports and leisure facilities in alignment with the Fair Access Principles.

Council commits to adopting and continually updating a locally relevant Fair Access Action Plan. All actions will align with one or more of the Fair Access Principals.

3.3 RESPONSIBILITY

Council's Recreation Development Coordinator is responsible for implementing Council's Fair Access Policy. Council management, staff, volunteers, and stakeholders (for example State Sporting Associations and Regional Sporting Associations) have a shared responsibility to support the policy, as outlined in the table below.

Role	Responsibility
Executive Leadership Team	<ul style="list-style-type: none"> - To promote a gender-aware and gender-responsive culture and community and championing the Fair Access Policy. - To promote, encourage and facilitate the achievement of gender equality and improvement in the status of women and girls in sport and active recreation.
Senior Leadership Team	<ul style="list-style-type: none"> - Develop and adopt gender equitable access and use policies. - To communicate policy updates to all staff and community members. - To monitor compliance and issues. - To promote, encourage and facilitate the achievement of gender equality and improvement in the status of women and girls. - Support the formal adoption process of a new or revised gender equitable policies. - Undertake Gender Impact Assessment and submission of progress reports as per the Gender Equality Act 2020 obligations. - Lead the review of sport and recreation policies and process.

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Community Wellbeing and Partnerships Department and Delegates	<ul style="list-style-type: none"> - To communicate and educate sport and recreation Council sporting asset tenant groups and users. - Support the review of sport and recreation policies and processes. - Support the undertaking of Gender Impact Assessments and submission of progress reports as per the Gender Equality Act 2020 obligations.
All staff and users of Council sports and leisure infrastructure	<ul style="list-style-type: none"> - To adhere to and communicate the policy when required. - To attend training / awareness programs.

4 DEFINITIONS

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.

5 REFERENCE & RELATED DOCUMENTS

- Gender Equality Act 2020
- Local Government Act 2020
- Equal Opportunity Act 2010
- Council Plan – Shaping the Pyrenees 2021-2025 (Pyrenees Shire Council)
- Municipal Health & Wellbeing Plan 2021-2025(Pyrenees Shire Council)
- Gender Equality Action Plan 2021-2025 (Pyrenees Shire Council)

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- Community Asset Committee Governance & Operations Manual 2021 (Pyrenees Shire Council)
- Diversity and Inclusion Statement (Pyrenees Shire Council)

Pyrenees Shire Council is committed to consultation and cooperation between residents, clubs and committee affected by this policy.

Development of this Policy was conducted in consultation with relevant staff prior to approval. It is considered that this Policy does not impact negatively on the rights identified in the Charter of Human Rights and Responsibilities (2007).

6 VERSION HISTORY

A Gender Impact Assessment will be conducted on the initial and any updated versions of this policy.

Version Number	Issue date	Description of change
1.0	March 2024	Initial Draft
1.1	April 2024	Draft for review
1.2	June 2024	Draft Final

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