



WARRNAMBOOL  
CITY COUNCIL

# **Fair Access and Use Policy**

APPROVAL DATE: 1 July 2024

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## DOCUMENT CONTROL

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Page 2 of 8

Responsible Branch: Recreation & Culture | Approved Date: 1 July 2024 | Review Date: 1 July 2027

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## TABLE OF CONTENTS

<b>1. INTRODUCTION</b>	4
1.1. Background	4
1.2. Purpose	4
1.3. Scope	4
1.4. Definitions	4
1.5. References	6
<b>2. POLICY STATEMENT</b>	6
<b>3. POLICY PRINCIPLES</b>	7
<b>4. GOVERNANCE</b>	7
4.1. Owner	7
4.2. Review	8
4.3. Compliance Responsibility	8
4.3.1. Executive Management Team (Chief Executive and Directors)	8
4.3.2. Manager of Recreation and Culture	8
4.3.3. Recreation Service Manager	8
4.3.4. Gender Equity	8
4.3.5. Charter of Human Rights	8

## OUR ORGANISATIONAL VALUES

WORKING TOWARDS A BETTER WARRNAMBOOL



Warning - Uncontrolled when printed.

Page 3 of 8

Responsible Branch: Recreation & Culture | Approved Date: 1 July 2024 | Review Date: 1 July 2027

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## 1. INTRODUCTION

### 1.1. Background

Sport is a highly visible and valued feature of our city's culture and identity. Sport and active recreation provides opportunities for enriching our community through the promotion of respect and fair mindedness for all people, while also supporting the physical and mental wellbeing of residents. 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 that includes a requirement for all Victorian Local Government Agencies to develop a Fair Access Policy that addresses the traditional structures in the way community sport and recreation organisations operate through the implementation of recommendations from the 2015 Inquiry into Women and Girls in Sport and Active Recreation.

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.

### 1.2. Purpose

Warrnambool City Council's Fair Access Policy (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 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.
- To ensure an effective place-based response for the gender equitable use and access of community sports infrastructure, and
- To promote gender equality in policies, programs, communications, and services as they relate to community sports infrastructure.

Warrnambool City Council will take the necessary steps towards implementation of the Fair Access Policy to support gender equitable access to and use of community sports infrastructure across the City.

### 1.3. Scope

The Policy applies to all Council owned or managed community sport and recreation infrastructure, including but limited to;

- Outdoor sport and recreation facilities, including playing fields, ovals and courts,
- Indoor sport and recreation facilities,
- Indoor and outdoor aquatic facilities,
- Multi-use sporting hubs, and
- Amenities and facilities associated with the above.

### 1.4. Definitions

## OUR ORGANISATIONAL VALUES

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Term	Definition
<b>Council</b>	Refers to Warrnambool City Council.
<b>WCC</b>	Warrnambool City Council.
<b>Committee of Management</b>	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.
<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 sporting grounds, surfaces, facilities, and pavilions.
<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 diverse</b>	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.
<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. 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.
<b>Gender Impact Assessment or GIA</b>	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.
<b>Public land management groups</b>	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.
<b>Transgender, or trans</b>	Someone whose gender does not only align with the one assigned at birth. Not all trans people will use this term to describe themselves.

## OUR ORGANISATIONAL VALUES

WORKING TOWARDS A BETTER WARRNAMBOOL



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Page 5 of 8

Responsible Branch: Recreation & Culture | Approved Date: 1 July 2024 | Review Date: 1 July 2027

Document Set ID: 11897702

Version: 1, Version Date: 02/07/2024

## 1.5. References

Source	Reference
Relevant Legislation	Gender Equality Act 2020
	Local Government Act 2020
	Public Health and Wellbeing Act 2008
WCC Policy	Warrnambool City Council Plan 2021-2025 (2023 revision)
	Healthy Warrnambool 2021-2025 (Municipal Health and Wellbeing Plan)
	Warrnambool 2040
	Gender Equality Action Plan 2022-2026
	Active Warrnambool 2019-2030
	Occupancy of Sport and Recreation Facilities Policy

## 2. POLICY STATEMENT

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

- Warrnambool City 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.
- Warrnambool City 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.

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

Warrnambool City Council acknowledges:

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

Warrnambool City Council will:

## OUR ORGANISATIONAL VALUES

WORKING TOWARDS A BETTER WARRNAMBOOL



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Page 6 of 8

- 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
- 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.

Council has also identified specific actions to progress gender equitable access and use of community sports infrastructure in its Fair Access Action Plan. (**refer Appendix 1**).

## 3. POLICY 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 is based on six (6) principles.

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

**Principle 1:** Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive.

**Principle 2:** 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.

**Principle 3:** Women and girls will have equitable access to and use of community sport infrastructure:

- a) of the highest quality available and most convenient,
- 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.

**Principle 4:** Women and girls should be equitably represented in leadership and governance roles.

**Principle 5:** Encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement gender equitable access and use practices.

**Principle 6:** Prioritise access, use and support to all user groups who demonstrate an on-going commitment to gender equitable access and use of allocated community sport infrastructure.

## 4. GOVERNANCE

### 4.1. Owner

The Manager of Recreation and Culture is responsible for ensuring this Policy is

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Page 7 of 8



implemented, progress is monitored and is regularly reviewed.

### 4.2. Review

The Manager of Recreation and Culture will review the Policy for any necessary amendments no later than 3 years after its formulation or after the last review.

### 4.3. Compliance Responsibility

#### 4.3.1. Executive Management Team (Chief Executive and Directors)

- To promote a gender aware and gender responsive culture and community and championing the 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.

#### 4.3.2. Manager of Recreation and Culture

- Lead the review of sport and recreation policies and process
- Develop and adopt gender equitable access and use policies.
- Support the undertaking of Gender Impact Assessment and submission of progress reports as per the *Gender Equality Act 2020* obligations.

#### 4.3.3. Recreation Service Manager

- To communicate and educate sport and recreation infrastructure user groups and users.
- To attend training/awareness programs as required.

#### 4.3.4. Gender Equity

The Gender Equality Act 2020 requires Council to undertake gender impact assessments when developing or reviewing any policy, program or service which has a direct and significant impact on the public.

This policy will alter the way Council reviews and considers policy development and investment decisions to support fair access.

#### 4.3.5. Charter of Human Rights

It is considered that this Policy does not impact negatively on any rights identified in the *Charter of Human Rights and Responsibilities Act 2006*.

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