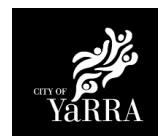
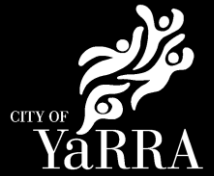


# Fair Access Policy Roadmap and Action Plan



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Yarra City Council acknowledges the Wurundjeri Woi Wurrung people as the Traditional Owners and true sovereigns of the land now known as Yarra. We also acknowledge the significant contributions made by other Aboriginal and Torres Strait Islander people to life in Yarra. We pay our respects to Elders from all nations here today – and to their Elders past, present and future.

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# Fair Access Policy Roadmap and Action Plan

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The Fair Access Policy Roadmap outlines the three-phase journey for local government authorities and sport and recreation organisations to deliver state-wide gender equitable access and use, through practical steps, case studies and links to resources.

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## What is Fair Access Policy Roadmap?

The Fair Access Policy Roadmap (FAPR) seeks to address known barriers experienced by women and girls in accessing and using community sports infrastructure. The FAPR connects funding eligibility for community sports infrastructure grants to policy compliance. It features three key phases: **Education**, **Readiness** and **Progress**. These phases will guide Victorian councils and sport and recreation organisations on how to collectively work towards creating a foundation of gender equity in community sport and active recreation.

## Who is it being implemented by?

Implementation is being led by the Office for Women in Sport and Recreation (OWSR), in partnership with VicHealth and Sport and Recreation Victoria (SRV) and LGAs. The OWSR was established in 2017 following the 2015 Inquiry into Women and Girls in Sport and Active Recreation. Their purpose is to increase participation, leadership and visibility of women and girls in sport and active recreation.

## What does this mean for all Victorian councils?

The FAPR aims to support Victorian councils' obligations under the Gender Equality Act 2020. Beyond 1 July 2024, Victorian councils are required to have in place a gender equitable access and use policy (or equivalent), to remain eligible for State Government community sports infrastructure funding.

## What does this mean for Yarra City Council?

Council is making an amendment to the essential criteria within existing Sportsgrounds and Facilities Allocation Policy (2022) to reflect Council's commitment to the Fair Access Policy Roadmap and Action Plan and to continue our goal of providing fair and equitable access and to advance opportunities for women, girls and underrepresented groups to participate in community sport and recreation.

## What does this mean for sports clubs in the City of Yarra?

### Clubs using Council facilities:

From 1 July 2025, all Associations, Leagues and Sporting Clubs applying to use a Council managed sportsground or facility will be asked to demonstrate commitment to the Fair Access Principles by implementing a Fair Access Action Plan.

The Action Plan will ensure FAPR actions and timeframes are achievable and measurable. Council Officers will provide direction and feedback prior to the Action Plan being endorsed by Yarra Council.

An example of the Action Plan and outcomes has been developed to guide clubs through this process is at the end of this document.

Yarra City Council will support you to develop your action plan, to ensure the actions and timelines outlined in your plan are achievable, meaningful and meet these new requirements.

In the information provided on our website, you'll also find a template to help guide you in this process.

If you need more information on how the Fair Action Plan will benefit your club moving forward, please contact the Recreation Team to arrange a time to discuss ([recreation@yarracity.vic.go.au](mailto:recreation@yarracity.vic.go.au)).

### **Clubs not using Council facilities:**

Clubs, associations, and sporting organisations not using Council managed facilities will not be required to formally demonstrate their commitment to the Fair Access Principles. However, not having a FAPR will mean State Government funding support will be unavailable.

We encourage all Yarra's sport community who strive to be inclusive to the community to utilise resources provided by either Council, your peak body, State Sporting Association or the OWSR ([fairaccess@sport.vic.gov.au](mailto:fairaccess@sport.vic.gov.au)).

## Fair Access Principles

The Fair Access Principles have been developed by the OFWSR, SRV and VicHealth, in consultation with representatives from local government and the state sport and recreation sector. The action plans are based on six principles of inclusivity, full participation, equal representation, encouraging and supporting user groups, and prioritising user groups committed to equality.

### 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:

- of the highest quality available and most convenient
- at the best and most popular competition and training times and locations
- 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 groups who demonstrate an ongoing commitment to gender equitable access and use of community sport infrastructure.

# Fair Access Action Plan - Yarra City Council

Fair Access Principle	Actions to achieve progress	Timeframe	Indicator of Success
All	Update Sportsgrounds and Facilities Allocation Policy 2022 and incorporate required actions under the Fair Access principles for clubs to address.	Short (12 months)	Council meets the eligibility requirements to receive State Government infrastructure funding.
5	Council to use inclusive language and images across all Recreation communication channels.	Short (12 months)	Inclusive language used in all newsletters, emails documents, etc. (E.g. Chairperson instead of Chairmen, seniors & juniors instead of boys or girls)
1	Provide governance support and resources to clubs/leagues/associations to promote healthy, safe, and inclusive environments. These may include Council policies and documents such as Child Safe Policy, the Access and Inclusion Plan, Diversity and Inclusion Statement and Social Justice Charter as well as the Yana Ngargna Plan.	Short (12 months)	Benchmark best practice, industry relevant resources to align with Council's strategic documents and carry out one (1) club development workshop annually that supports inclusivity, gender equity and fair access pathways.
All	Support sporting groups to create a Fair Access Action Plan, including providing club specific feedback on implementing actions and delivering indicators of success.	Medium (1-2 years)	All clubs/associations/sporting organisations with an allocation to use a Council managed sportsground or facility to have a Council approved Fair Access Action Plan.

All	Council to provide resources and one-on-one support to develop club Action Plans which addresses the Fair Access Principles	Medium (1-2 years)	Meet with each club at least six months prior to the agreement renewal date to discuss the Action Plan requirement and the Fair Access Principles to develop an implementation plan based on club capabilities.
2	Promote Yarra City Council's Community grants program to support women, girls and gender diverse people to participate in all aspects of community sport and active recreation; as a player, coach, administrator, official or volunteer.	Medium (1-2 years)	Increase percentage of active recreation and sporting participation programs delivered with assistance from Community Grants for women, girls and gender diverse people.
All	Review and update new Lease, License and Service Level Agreements to ensure they are aligned with Key Performance Indicators that incorporate Fair Access Principles.	Long (2+ years)	All clubs/associations/sporting organisations with a Lease, License and Service Level Agreements have Fair Access Principles incorporated into their KPIs.
1	Commit to review gender inclusive infrastructure to improve the training and playing experience for women and girls (including change rooms, bathrooms and amenities, lighting, car parks, pathways etc.).	Long (2+ years)	Completion of a Gender Impact Assessments for all new or upcoming renewals, Council policies & strategies.
2 & 4	Support sporting groups to recruit women and gender diverse people to leadership and governance roles through the identification of existing barriers, identified steps for action and delivery of training.	Long (2+ years)	Increase in women and gender diverse people progressing into leadership or decision-making roles.

# Fair Access Action Plan - Yarra Club Template

## Overview:

Items in the grey boxes below are examples of actions recommended for your club. It is encouraged that you develop actions that are achievable for your club.

*Please note, there may be more example actions for some principles, than others.*

Principle 1: Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive.				
Actions to achieve progress	Timeframe	Responsibility	Indicator of Success	Resources
E.g. Review and ensure images, language and memorabilia displayed in club rooms is inclusive and reflective of its members.	Short (12 months)	Clubs/Associations/Leagues (i.e. social media or nominated committee member)	Positive changes made to ensure all members feel a sense of ownership and belonging within the club environment.	Good Sports Social Media Toolkit Example Sporting Club Social Media Policy Example Social Media Policy Proud to Play Resources & Inclusive Poster Templates
E.g. Create safe and confidential reporting mechanisms and processes for any instance of discrimination, harassment, or inappropriate behaviour.	Medium (1-2 years)	Clubs/Associations/Leagues (i.e. player wellbeing officer or nominated committee member)	All members understand the reporting mechanisms and overall documented process and actions to take in any instance of discrimination, harassment, or inappropriate behaviour.	Example Member Protection Policy & Code of Behaviour  Fair Play Code Resources Example Child Safety Policy & Code of Conduct



E.g. Member protection policy that covers against gender, sexuality, race, ethnicity, disability cultural background, religion and age.	Medium (1-2 years)	Clubs/Associations/Leagues (i.e. player wellbeing officer or nominated committee member)	It is promoted and communicated to its members.	Member Protection Information & Training
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**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.**

Actions to achieve progress	Timeframe	Responsibility	Indicator of Success	Resources
<i>E.g. Support women and girls within the club to undertake development and training opportunities as a coach, administrator, official, etc.</i>	<i>Short (12 months)</i>	<i>Clubs/Associations/Leagues (i.e. program/ operations coordinator &amp; committee member)</i>	<i>Resources and funding invested to complete training to support developmental pathways for women in girls.</i>	Identify Opportunities at your club and speak to a Recreation Officer about applying for a Yarra Community Grant  Speak to your State Sporting Association to find out what opportunities currently exist to upskill.

**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.

Actions to achieve progress	Timeframe	Responsibility	Indicator of Success	Resources
E.g. Consult with members (i.e. players, coaches, and parents) to understand the needs and preferences of participants	Medium (1-2 years)	Clubs/Associations/Leagues	Evidence of communication or documented procedures that addresses how equal access for women and girls	Survey participants and make equitable and evidence-based decisions when it comes to allocating women

before allocating training/ game times, and playing and change facilities.		(i.e. senior coach or program/ operations coordinator)	has been met prior to allocating use at Council facilities.	and girls teams to the preferred training times and premier facilities.
E.g. Sporting groups to provide, partner and facilitate programs or initiatives for women and girls to engage in sport and recreation.	Medium (1-2 years)	Clubs/Associations/Leagues (i.e. program development lead or set as a project for a general committee member)	Clubs collaborating with associations/leagues to encourage and advocate for change (i.e. uniform policies, come & try opportunities and social events or social programs)  Club offering events or initiatives to engage women and girls and gender diverse people	Example Active Women & Girls Program  Example Uniform Policy  Take part in and promote initiatives such as Pride Round, Harmony Round, This Girl Can, Get Active Victoria, 16 Days of Activism, etc).
<b>Principle 4: Women and girls should be equitably represented in leadership and governance roles.</b>				
<b>Actions to achieve progress</b>	<b>Timeframe</b>	<b>Responsibility</b>	<b>Indicator of Success</b>	<b>Resources</b>
E.g. Commitment to paid positions within clubs being fair and equal for the same roles.	Medium (1-2 years)	Clubs/Associations/Leagues (i.e. executive committee)	Women in decision making positions (coaching and administration staff) paid equally to male counterparts.	N/A

E.g. Clubs to create a strategy or set goals that focuses on representation of women and/or gender diverse people in decision making roles.	Medium (1-2 years)	Clubs/Associations/Leagues (i.e. executive committee)	Increase number of women and gender diverse people in decision making roles, reflective of membership.	Women in Sport Recruitment and Retention Guidelines  Equality is the Game: Resource  Completing a self-assessment on creating a place for women in sport. Recreation team to provide guidance.
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**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.**

Actions to achieve progress	Timeframe	Responsibility	Indicator of Success	Resources
E.g. Nominated committee members and/or club personnel to undertake or participate in gender equity and/or bystander training.	Medium (1-2 years)	Clubs/Associations/Leagues	Leaders attend training to increase learning and development.	Attend Council led session or apply for funding to host a session at your club. Recreation team to provide guidance.

**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.**

Actions to achieve progress	Timeframe	Responsibility	Indicator of Success	Resources
E.g. Clubs meet all requirements outlined in the Fair Access Action Plan and Sportsgrounds and Facilities Allocations Policy	Short (12 months)	Clubs/Associations/Leagues	Clubs adherence to progressing the Action Plan and Policy Criteria.	

