

Fair Access Policy

2024–2027

Active
Stonnington



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The City of Stonnington acknowledges we are on the Traditional Lands of the Wurundjeri Woi-wurrung and Bunurong peoples of the East Kulin Nations and pay our respect to their Elders past and present.

We extend that respect to all Aboriginal and Torres Strait Islander peoples. We acknowledge their living connection to Country, relationship with the land and all living things extending back tens of thousands of years.



Purpose

The Fair Access Policy 2024–2027 (the Policy) addresses known barriers experienced by women, girls and gender-diverse people in accessing and using community sports and active recreation infrastructure, sports grounds and facilities.

The Policy aims to build the capacity and capabilities of the Council in identifying and eliminating systemic causes of gender inequality in policy, programs and delivery of services relating to community sports and active recreation infrastructure and land.

The City of Stonnington will undertake the necessary and proportionate steps towards implementation of the Fair Access Policy.

As a defined entity under the *Gender Equality Act 2020* (section 5(1)(d))

Councils are required to take positive actions to promote gender equality in policies, programs and services.

The Fair Access Policy supports and satisfies the obligations of the Victorian Government's gender equality initiatives: the Fair Access Policy Roadmap.



Background

The City of Stonnington manages a diverse portfolio of community sports and recreation infrastructure available to the community through community sports organisations, casual usage and membership. This provides opportunities for residents and visitors to enjoy sports and active recreation throughout the local government area and supports the physical and mental well-being of the community. Through the sport and action recreation sector, the City of Stonnington is well-positioned to design and implement place-based, integrated action plans that progress gender equality in community sport.

The Victorian State Government has developed a reform agenda to address and change the traditional systems and structures that have perpetuated gender inequality. It includes the implementation of all nine recommendations from the 2015 Inquiry into Women and Girls in Sport and Active Recreation.



Scope

The Policy applies to the following community sports and active recreation assets and infrastructure owned or managed by Council:

- > all community sports pavilions and sports grounds
- > aquatic and leisure centers
- > multi-purpose sports stadiums
- > golf courses including pavilions and/or social spaces
- > tennis courts including pavilions and/or social spaces
- > bowling greens including pavilions and/or social spaces
- > rowing facilities
- > active recreation spaces.

A comprehensive list of community sports assets included in the Fair Access Policy is available in Appendix 1 Community Sports Assets.

The Fair Access Policy will also apply to subsidiary policies, strategies and actions plans including:

- > Active Stonnington Strategic Framework 2021–25
- > all future policies, strategies and action plans related to sports and active recreation.

Objectives

The Fair Access Policy objectives are to:

- > support the City of Stonnington to take positive action toward achieving gender equity in the access and use of community sports infrastructure
- > build the capacity and capabilities of the City of Stonnington to identify and eliminate systemic causes of gender inequality in policy, programs and delivery of services in relation to community sport and active recreation
- > support sports clubs and user groups to address gender imbalances in participation and committee membership
- > provide safe, welcoming, and accessible community sports spaces for women, girls and gender-diverse people
- > develop resources and support material to develop sports club and user-group capacity and capabilities to identify and eliminate systemic causes of gender inequality in policy, programs and service delivery.



Policy framework

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

The City of Stonnington acknowledges:

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

The City of Stonnington 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.
2. Engage in the process of Gender Impact Assessments to assess the implications for women, men, transgender 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 and monitoring of policies and programs.

Principles

The Fair Access Principles have been developed by the Council in consultation with representatives from local government and the state sport and recreation sector. This Policy and any resultant action plan are based on principles:

1. EQUITABLE ACCESS

The City of Stonnington's community sports and active recreation spaces are for the benefit and enjoyment of all community members. Deliberate action is required to promote and welcome women, girls and gender-diverse people who may be underrepresented and disadvantaged by societal and cultural norms, infrastructure provision, policy and service delivery.

2. INCLUSION AND DIVERSITY

Sports and recreation infrastructure is welcoming, safe, inclusive and accessible for women, girls and gender-diverse people and respect the intersectional needs of gender, disability, age, race, culture, sexuality, economic position and personal identity.

3. PROMOTE AND PRIORITISE

Promote and support community sports clubs and user groups that demonstrate fair and equal access for women, girls and gender-diverse individuals by prioritising access to the most convenient, high-quality facilities and locations and affording the best competition and training times.



4. SUPPORT AND DEVELOP

Support sports clubs and associations in adopting gender equality policies, programs and services by:

- > supporting the promotion of women, girls and gender-diverse people in all community sports roles including players, administrators, volunteers, coaches, umpires and spectators
- > providing education and capacity building for sports clubs and user groups to achieve fair access and gender equality
- > promoting and supporting existing and new participation opportunities and a variety of sports for women, girls and gender-diverse people.

5. MONITOR AND EVALUATE

Monitor and evaluate gender diversity and intersectionality in the Stonnington's sports and active recreation. Use this evidence base in combination with the lived experience of women, girl's and gender-diverse people to inform planning, policy, programs and service delivery.

Responsibilities

PARTY/PARTIES	ROLES AND RESPONSIBILITIES
Executive team	> provide guidance on likely issues of interest from Council meetings or briefings > provide guidance on the development of media responses. Act as subject matter experts in the development of proactive media releases, including raising opportunities with the Communications and Engagement team.
Manager, Active Communities	> lead the review of sport and recreation policies and processes > develop and adopt gender-equitable access and use policies > communicate policy updates to all staff and members > monitor compliance and issues.
Sport and Recreation Officers, Sport and Active Recreation	> provide support and guidance on Gender Impact Assessments.
All council officers, volunteers and contractors	> adhere to and communicate the policy when required > attend training and awareness programs.



Monitoring, evaluation and review

The City of Stonnington Sports and Active Recreation office is responsible for the administration and evaluation of the Fair Access Policy.

The Victorian Government requires Councils to have a gender-equitable ‘use and access’ policies and action plan (or equivalent) in place and the ability to demonstrate progress against that policy and action plan (or equivalent), from 1 July 2024 to be eligible for Victorian Government funding programs relating to community sports infrastructure. The Fair Access Policy Roadmap initiative requires gender-equitable access and improved experience when participating in community sports by 1 July 2027.

Gender Impact Assessments (GIAs) are required under the *Gender Equality Act 2020* to be used on all current community sports infrastructure use and access 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. The City of Stonnington reports on the progress of GIAs in the Annual Report.

A review of the Fair Access Policy will occur twelve months after initial endorsement and every subsequent three years. Council commits to monitoring processes, information sharing and decision making to understand the overall level of success in the Policy’s implementation.

Officers are authorised to make minor editorial amendments as needed for administrative or updated information purposes (for example, but not limited to, changes to position and roles, references to legislation, definitions etc). Officers may also make amendments to the list of related documents at such times when reference material or guidelines require updating.

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, Council commits to developing and adopting a locally relevant gender equitable access and use policy and action plan no later than 1 October 2024.

KEY DATES

Formal endorsement Fair Access Policy deadline	1 July 2024
12-month review of Fair Access Policy	March 2025
3-year review and evaluation of Fair Access Policy	March 2027
Outcomes report due to Victorian Government	1 July 2027

Related legislation and policies

There are a range of legislation, codes and council documents that inform and support the Policy. These include, but are not limited to:

Legislation

- > *Gender Equality Act 2020* (Victoria)
- > *Local Government Act 2020* (Victoria)
- > *Equal Opportunity Act 2010* (Victoria)

Council documents

- > Community Vision 2040
- > Future Stonnington 2021–25
- > Health and Wellbeing Plan 2021–25
- > Active Stonnington Strategic Framework 2021–25
- > LGBTIQ+ Action Plan 2023–2026



Appendix 1 – Community sports assets

The City of Stonnington community sports assets to which this policy applies.

Sportsgrounds

1. Toorak Park Oval
2. D.W. Lucas Oval
3. Malvern Cricket Ground
4. T.H. King Oval
5. Waverley Oval
6. Como Park Oval
7. Como Park North
8. Romanis Oval
9. Righetti Oval
10. Percy Treyvaud Oval (East)
11. Percy Treyvaud Oval (West)
12. Wadsworth Field
13. McAlpine Sportsground
14. Basil Oval
15. Stanley Grose Oval
16. Gardiner Park Oval
17. Orrong Oval

Tennis facilities

1. Ardrie Park Tennis Pavilion and Courts
2. Chadstone Tennis Pavilion and Courts
3. East Malvern Tennis Pavilion and Courts
4. Malvern Glendearg Pavilion and Courts
5. Malvern Tennis Pavilion and Courts
6. Orrong Park Tennis Pavilion and Courts
7. Princes Gardens Tennis Courts
8. St Andrews Gardiner Tennis Pavilion and Courts

Pavilions

1. Toorak Park Pavilion
2. Dunlop Pavilion
3. Lansbury Pavilion
4. T.H. King Pavilion
5. Bert Healy Pavilion
6. Como Pavilion
7. Hickey Pavilion
8. Muir Pavilion
9. Pollack Pavilion
10. Sheridan Pavilion
11. Gardiner Park Pavilion
12. Sir Robert Menzies Pavilion
13. Central Park Pavilion
14. Stonnington Sports Centre
Cricket Pavilion
15. Stonnington Sports Centre
Lacrosse Pavilion

Lawn bowls facilities

1. Chadstone Bowls Pavilion, Social
Space and Greens

Stadiums

1. Stonnington Sports Centre (including
Margaret Connellan Stadium)
2. Orrong Romanis Recreation Centre

Aquatic and leisure facilities

1. Harold Holt Swim Centre
2. Prahran Aquatics Centre

Golf course

1. Malvern Valley Golf Course

Rowing facilities

1. Powerhouse Rowing Facility
2. Wesley College Boathouse Facility

Netball/basketball courts

1. Orrong Sports Courts

Active recreation spaces

1. BMX/pump tracks
2. skate parks
3. park fitness equipment
4. half courts
5. hit-up walls



Definitions

TERM	DEFINITION
Community sports infrastructure	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.
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.
Gender Impact Assessment (GIA)	A requirement under the <i>Gender Equality Act 2020</i> to be carried out on policies, programs and services which have a direct and significant impact on the public. The GIA must evaluate the effects that a policy, program or service may have on people of different genders.