


## Fair Access Policy

<b>Date of Adoption</b>	26 June 2024		
<b>Adoption Method</b>	<input checked="" type="checkbox"/> Council	<input type="checkbox"/> CEO	<input type="checkbox"/> Other ( <i>please specify</i> )
<b>Acting CEO Signature</b>			<b>Date</b> 3 July 2024
<b>Responsible Officer and Unit</b>	Manager Open Space and Recreation		
<b>Nominated Review Period</b>	<input type="checkbox"/> Annually	<input checked="" type="checkbox"/> Every 4 years	<input type="checkbox"/> Other ( <i>please specify</i> )
<b>Last Endorsement Date</b>	Not applicable		
<b>Next Endorsement Date</b>	2028		

Macedon Ranges Shire Council acknowledges the Dja Dja Wurrung, Taungurung and Wurundjeri Woi Wurrung Peoples as the Traditional Owners and Custodians of this land and waterways. Council recognises their living cultures and ongoing connection to Country and pays respect to their Elders past, present and emerging. Council also acknowledges local Aboriginal and/or Torres Strait Islander residents of Macedon Ranges for their ongoing contribution to the diverse culture of our community.

DOCUMENT HISTORY	Version	Date	Author
Initial Draft	1	01/10/2023	SGilchrist
Approval	1	26/06/2024	

# Contents

Purpose	1
Background	1
Statement of Intent	2
Scope	2
Policy Framework	4
Fair Access Principles	6
Definitions	7
References	8
Related Policies	8
Related Legislation	8
Addendum 1	9

# Policy

## Purpose

The *Fair Access Policy* (the Policy) addresses known barriers experienced by women, girls and gender diverse people in accessing and using community sports infrastructure. The Policy aims to progressively build the capacity and capabilities of Macedon Ranges Shire in identifying and eliminating systemic causes of gender inequality in policy, programs, communications, and delivery of services relating to community sports infrastructure.

Council will take the necessary and proportionate steps towards implementing the Fair Access Policy.

## Background

Council acknowledges the need to design and implement action plans that progress gender equality in community sports. Council currently provides and/or facilitates access to various sports and active recreation opportunities across the municipality. These add to the region's culture, lifestyle and character whilst enhancing the liveability of the shire and are therefore recognised as an important part of a well-balanced lifestyle.

The benefits associated with participating in physical activity through active recreation or sport and leisure activities include:

- personal enjoyment,
- social interaction,
- physical and mental health,
- personal achievement,
- community involvement ('social capital'),
- community resilience and
- opportunities for expressing community pride.

The Victorian Government is committed to developing an environment for all Victorians to:

- live in a safe and equal society,
- access equal power, resources, and opportunities, and
- be treated with dignity, respect, and fairness.

The reform agenda aims to change the systems that have perpetuated gender inequality by designing an enduring structure that requires implementation and tracking of progress over time.

This reform agenda includes addressing the traditional structures and way community sport and recreation organisations operate by implementing all nine (9) recommendations from the 2015 Inquiry into Women and Girls in Sport and Active Recreation. This includes recommendation six (6) that requires Council to have this policy:

*"...encourage facility owners and managers to review access and usage policies to ensure women and girls have a fair share of access to the highest quality facilities at the best and most popular times"*

and

*"facilitating a universal adoption of [policies, strategies and audit tools] will drive change further"*

Council has conducted Gender Impact Assessments (GIA), as defined in the Gender Equality Act 2020, since 31 March 2021 for all new and reviewed public-facing policies, programs, communications, and services.

## Statement of Intent

This Statement of Intent establishes the expectation that gender equality is considered and prioritised in all current and future Macedon Ranges Shire Council's planning, policy, service delivery and practice related to community sports infrastructure.

- a) Council recognises that gender equality is attaining equal rights, responsibilities, and opportunities for 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 be gender-dependent.
- b) Council recognises that gender equity means treating everyone fairly and justly, regardless of their gender. This includes recognising that people may have different needs and power based on their gender, and working to address these differences in a way that corrects gender imbalances.

## Scope

The Policy enables effective and efficient integration of the requirements of the *Gender Equality Act 2020*, the *Local Government Act 2020*, the *Public Health and Wellbeing Act 2008*, and other legislative frameworks.

The scope of the Policy is to support Council in taking positive action towards achieving gender equity in the access and usage of community sports infrastructure. This outcome complies with the *Gender Equality Act 2020* and aligns with Municipal Public Health and Wellbeing Plans and Council Strategies:

Gender Reform Agenda	Objectives
To support Council to take positive action towards achieving gender equity in the access and use of community sports infrastructure	<p>To build the capacity and capabilities of Macedon Ranges Shire 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.</p> <p>To ensure an effective place-based response for the gender equitable use and access of community sports infrastructure.</p> <p>To promote gender equality in policies, programs, communications, and services as they relate to community sports infrastructure.</p>

For Macedon Ranges Shire Council, the Policy applies to the following community sports facilities where Council is owner, land manager and/or operator of the facility:

<b>Facility</b>	<b>Location</b>	<b>Landowner</b>
The Stadium	Gisborne	DEECA
Gisborne Aquatic Centre	Gisborne	DEECA
Gisborne Fitness Centre	Gisborne	MRSC
Kyneton Toyota Sports & Aquatics Centre	Kyneton	MRSC
Lancefield Outdoor Pool	Lancefield	DEECA
Macedon Community Centre	Macedon	MRSC
Riddells Creek Leisure Centre	Riddells Creek	DEECA
Romsey Recreation Centre	Romsey	DEECA
Buffalo Stadium	Woodend	DEECA
Woodend Outdoor Pool	Woodend	DEECA

The Policy also applies to the following community sports reserves where Council is the land owner or land manager.

<b>Reserve / Club</b>	<b>Location</b>	<b>Landowner</b>
Bullengarook Recreation Reserve	Bullengarook	MRSC
Clarkefield Recreation Reserve	Clarkefield	MRSC
Darraweit Guim Tennis Club	Darraweit Guim	DEECA
Dixon Field	Gisborne	MRSC
Gardiner Reserve	Gisborne	DEECA
Gisborne & District Bowling Club	Gisborne	DEECA
IR Robertson Reserve	Gisborne	MRSC
Mt Macedon Petanque Club	Gisborne	MRSC
Sankey Reserve	Gisborne	DEECA
Hanging Rock Reserve	Hanging Rock	DEECA
Barkly Square	Kyneton	DEECA
Kyneton & District Tennis Club	Kyneton	MRSC
Kyneton Bowling Club	Kyneton	DEECA
Kyneton Riffle Range	Kyneton	MRSC
Kyneton Showgrounds	Kyneton	MRSC
Rollinson Reserve	Kyneton	MRSC
Lancefield Golf Club	Lancefield	MRSC
JD Clifford Reserve	Macedon	DEECA

Reserve / Club	Location	Landowner
Tony Clarke Reserve	Macedon	MRSC
Malmsbury Sports Ground	Malmsbury	DEECA
Barringo Reserve	New Gisborne	MRSC
Macedon Ranges Sports Precinct	New Gisborne	MRSC
Ross Watt Reserve	New Gisborne	MRSC
Riddells Creek Recreation Reserve	Riddells Creek	DEECA
Romsey Park	Romsey	DEECA
Romsey Park Oval 2	Romsey	Dept of Education
Gilligan Reserve	South Gisborne	MRSC
Tylden Recreation Reserve	Tylden	MRSC
Gilbert Gordon Oval	Woodend	DEECA
Woodend Bowling Club	Woodend	DEECA
Woodend Golf Club	Woodend	DEECA
Woodend Racecourse Reserve	Woodend	DEECA
Woodend Tennis Club	Woodend	DEECA

## Policy Framework

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

Macedon Ranges Shire Council acknowledges:

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

Macedon Ranges Shire Council 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; and
2. 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.

3. apply diverse approaches for women, men, trans and gender diverse people to achieve similar outcomes.

Resources for conducting Gender Impact Assessments can be found on the intranet:  
<https://www.mrsc.vic.gov.au/workplace/Working-here/Gender-Equality>.

## Fair Access Principles

The six (6) 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. These principles are as follows:

The image displays six numbered Fair Access Principles, each in a distinct colored box. The boxes are arranged in two columns. The first column contains principles 1, 2, and 3, while the second column contains principles 4, 5, and 6. Each principle is numbered in a white circle in the top right corner of its respective box.

- 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 a player, coach, administrator, official, volunteer and spectator
- 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
- 4** Women and girls should be equitably represented in leadership and governance roles
- 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
- 6** Prioritise access, use and support to all user groups who demonstrate an ongoing commitment to gender equitable access and use of allocated community sport infrastructure

Council is committed to addressing the Fair Action Principles as outlined in [Addendum 1](#).



## 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, or 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 assessment must evaluate the effects that a policy, program or service may have on people of different genders.
Transgender, or trans	Someone whose gender does not only align with the one assigned at birth. Not all trans people will use this term to describe themselves.
The Act	<i>Gender Equality Act 2020 (Vic)</i> , <i>Local Government Act 2020 (Vic)</i> and <i>Equal Opportunity Act 2010 (Vic)</i>

## References

- > MRSC Gender Equality Action Plan 2022-25
- > MRSC Open Space Strategy 2013
- > MRSC Sport & Active Recreation Strategy 2018-2028
- > Sport and Recreation Victoria Female Friendly Sport Infrastructure Guidelines
- > Sport and Recreation Victoria Access For All Abilities

## Related Policies

- > Bullying Prevention Policy
- > Employee Code of Conduct
- > Equal Opportunity Policy
- > Sexual Harassment Policy

## Related Legislation

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

**OUR ACTION PLAN**

Strategic objective	Action	Outcome	Timeline
<p><b>Objective 1</b> Ensure that Macedon Ranges venue usage aligns to the Fair Access Principles in relation to the scheduling of competition in "peak" time slots</p>	<p>Provide guidance and information for clubs and associations on the Fair Access Principles.</p>	<p>Clubs and associations will apply the principles in their decision making.</p>	<p>Early 2025</p>
	<p>Survey MRSC clubs to determine preferred venue usage times for each of male, female, senior and junior competition, across all sports covered, ensuring Fair Access during peak periods.</p>	<p>Council will help to inform need for change, based upon the outcome of usage survey and application of Fair Access during peak periods.</p>	<p>Mid 2025</p>
	<p>Work with venue user groups &amp; relevant State Sporting Association bodies to obtain usage data, covering each of male, female, senior and junior.</p>	<p>In conjunction with the previous action, format action plans with clubs, associations and venues to report on usage data and intervene in accordance with this policy to implement change</p>	<p>By end of 2025</p>
	<p>Champion scheduling of female games on main courts and grounds at MRSC venues</p>	<p>Assist clubs to lift the profile of female sport, and grow overall participation levels across the Shire</p>	<p>Mid 2026</p>
<p><b>Objective 2</b> Ensure that Macedon Ranges venues are safe, inclusive, accessible and catering for the needs of men, women, boys,</p>	<p>Liaise with Associations, Clubs and Participants to ensure an understanding of what constitutes gender equitable infrastructure.</p>	<p>Enables an audit of facilities using an informed description.</p>	<p>Mid 2025</p>
	<p>Audit of all venues to identify those with/without gender equitable infrastructure</p>	<p>Help to inform future year budget funding priorities based on venue usage and participation levels</p>	<p>Mid 2025</p>

Strategic objective	Action	Outcome	Timeline
girls and gender diverse participants and visitors	Audit of all venues to identify all abilities access and facilities	Promote and grow all abilities participation at applicable MRSC venues.	Mid 2025
	Audit of venue for Crime Prevention Through Environmental Design (CPTED) element including consideration of lighting inclusive of both playing areas and surrounding areas / walkways	Inform a strategy to carry out CPTED upgrades which will improve overall safety of MRSC venues, whilst enabling increased venue usage during the evening.	Mid 2025 and then ongoing for required upgrades
<b>Objective 3</b> Promote and encourage gender equity at club committee level to achieve a minimum split of 40% by gender	Prepare a gender equality checklist which includes questions relating to committee/board positions	Identify and work with under-represented clubs.	2026
	Update grant and leasing/licencing documentation to include a requirement for gender equity at club committee level	Grants and leasing/licencing will be linked to gender equity at club committee level	Phased approach with 2028 as target deadline
	Review club constitution & action plans to identify any language in relation to committee/board positions	Set minimum standards for MRSC clubs to adhere to, outlining sanctions for clubs who are unwilling to cooperate.	Phased approach with 2028 as target deadline
	Review club recruitment and retention strategies and policies	Set minimum standards at which MRSC clubs shall be required to operate. This may include having MRSC base policies and strategies that clubs can adopt.	Phased approach with 2028 as target deadline