

A photograph of four women in athletic wear (blue tank tops and black shorts) standing in a circle in a gym, high-fiving their hands. The scene is backlit by large windows, creating a bright, high-contrast effect. The image is framed by a large, stylized orange brushstroke that curves around the top and right sides. A semi-transparent orange rectangle is overlaid on the left side, containing the title text.

Fair Access Policy and Action Plan



Yarriambiack
SHIRE COUNCIL

Fair Access Policy and Action Plan

Yarriambiack Shire Council encourages a working environment which promotes gender equality and models non-violent and respectful relationships.

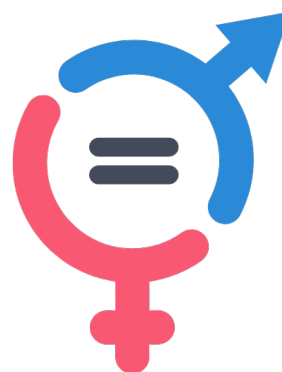
Contents

1	Objective	3
2	Background	3
3	Statement of Intent	4
4	Scope	4
5	Policy Framework	5
6	Fair Access Principles	6
7	Compliance and Monitoring	7
7.1	Actions	7
7.2	Responsibility	7
8	References	8
9	Definitions	8
10	Consistency with Governance Principles <i>Local Government Act 2020</i>	9
11	Policy Review	10
12	Council Approved Policy	10
13	Appendix 1: Yarriambiack Shire Council Action Plan	1
	Principle 1: Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive.	1
	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.	2
	Principle 3: Women and girls will have equitable access to and use of community sport infrastructure:	3
	Principle 4: Women and girls should be equitably represented in leadership and governance roles.	4
	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.	5
	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.	6

1 Objective

The Fair Access Policy (the 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 of the Yarriambiack 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 sports infrastructure.

Yarriambiack Shire Council will undertake the necessary and proportionate steps towards implementation of the Fair Access Policy.



2 Background

Sport is a highly visible and valued feature of the Yarriambiack Shire Council culture and identity. The sport and active recreation sector provide opportunities for enriching our communities through the promotion of respect and fair mindedness for all people, while also supporting the physical and mental wellbeing of all Victorians. Yarriambiack Shire Council is well positioned to design and implement place-based, integrated actions plans that progress gender equality in community sport.

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 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 through the implementation all nine (9) recommendations from the 2015 Inquiry into Women and Girls in Sport and Active Recreation. This includes recommendation six (6):

"...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

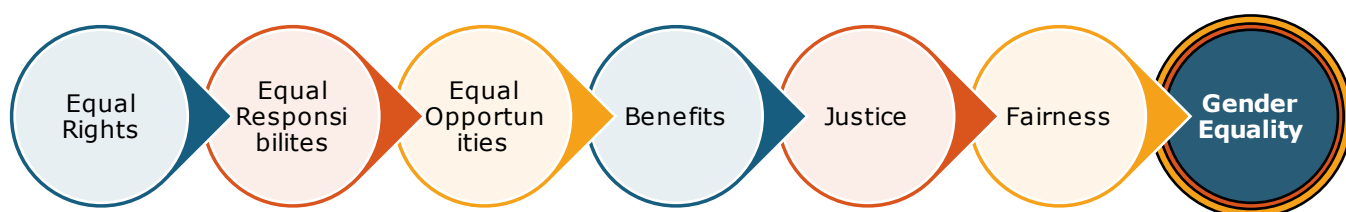
"facilitating a universal adoption of [policies, strategies and audit tools] will drive change further"

As a defined entity of the *Gender Equality Act 2020*, Yarriambiack Shire Council will be required from 31 March 2021 to conduct Gender Impact Assessments (GIA) on all new policies, programs, communications, and services, including those up for review, which directly and significantly impact the public (*Gender Equality Act 2020*). The access and use of community sports infrastructure is an example of policy that has a direct and significant impact on the public.

3 Statement of Intent

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

- Yarriambiack Shire 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.
- Yarriambiack Shire 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.



4 Scope

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.

The scope of the Policy is to support Yarriambiack Shire 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 Municipal Public Health and Wellbeing Plans or Council Strategies:

Reform Agenda	Objectives
To support Yarriambiack Shire Council to take positive action towards achieving gender equity in the access and use of community sports infrastructure	<p>To build capacity and capabilities of <i>Yarriambiack Shire Council</i> 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 Yarriambiack Shire Council, the Policy applies to the following Council owned and/or managed community sports infrastructure:

	Facility	Location
1	Brim Bowling Club	Brim: 7-15 Swann Street
2	Hopetoun Bowling Club	Hopetoun: 4 Austin Street
3	Hopetoun Tennis Club	Hopetoun: 4 Austin Street
4	Hopetoun Swimming Pool	Hopetoun: Austin Street
5	Hopetoun Recreation Reserve	Hopetoun: 29 Strachan Street
6	Rupanyup Recreation Reserve	Rupanyup: Gibson Street
7	Tempy Recreation Reserve	Tempy: 2 Sunraysia Highway
8	Warracknabeal Leisure Centre	Warracknabeal: 33 Anderson Street
9	Woomelang Bowling Club	Woomelang: 9 Proctor Street

The Yarriambiack Shire Council further supports the adoption of this policy by sporting clubs operating or managing facilities owned by the Department of Energy, Environment and Climate Action (DEECA).



Energy,
Environment
and Climate Action

5 Policy Framework

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

Yarriambiack Shire Council acknowledges:	Yarriambiack Shire Council will:
a) the disadvantaged position some individuals have had in the sport and recreation sector because of their gender; and	1. engage fairly and equitably with all staff, governance working groups, state sporting organisations, regional sport assemblies & other Council's (where applicable), and members of our sport and recreation community, regardless of their gender, in a positive, respectful, and constructive manner; 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.	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.

6 Fair Access 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 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.

Yarriambiack Shire Council considers that these principles provide clear direction, while also enabling adaption to the specific environment of Yarriambiack Shire Council's municipality.

This policy establishes the expectation that gender equality is considered and prioritised in all current and future Yarriambiack Shire Council planning, policy, service delivery and practice and they relate to community infrastructure.



7 Compliance and Monitoring

7.1 Actions

Yarriambiack Shire Council commits to undertake a GIA on all current community sports infrastructure access and use 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.

Yarriambiack Shire Council acknowledges that the requirement to have a gender equitable access and use policy and action plan (or equivalent) in place, and the ability to demonstrate progress against that policy and action plan (or equivalent), will form part of the eligibility criteria for Victorian Government funding programs relating to community sports infrastructure from 01 July 2024.

Yarriambiack Shire Council acknowledges the requirement to develop and adopt a locally relevant gender equitable access and use policy and action plan by no later than 01 October 2024.

Yarriambiack Shire Council has also identified specific actions to progress gender equitable access and use of community sports infrastructure in its Fair Access Action Plan.

7.2 Responsibility

The Manager Community Health and Sport and Recreation Coordinator are responsible for implementing Yarriambiack Shire Council's Fair Access Policy. Management personnel, staff, volunteers, and stakeholders (for example State Sporting Associations and Regional Sports Assembly's) at Yarriambiack Shire Council have a shared responsibility to support the Policy, as outlined in the table below.

Role	Responsibility
YSC CEO and/or Committee of Management President/ Chair	<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.
Manager Community Health Sport and Recreation Coordinator	<ul style="list-style-type: none"> Lead the review of sport and recreation policies and process Develop and adopt gender equitable access and use policies To communicate policy updates to all staff and 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 undertaking of Gender Impact Assessment and submission of progress reports as per the <i>Gender Equality Act 2020</i> obligations

Role	Responsibility
	<ul style="list-style-type: none"> To communicate and educate sport and recreation infrastructure user groups and users. Undertake Gender Impact Assessment and submission of progress reports as per the <i>Gender Equality Act 2020</i> obligations
Yarriambiack Leadership Team Committees of Management	<ul style="list-style-type: none"> Support the review of sport and recreation policies and processes Support the formal adoption process of a new or revised gender equitable policies
Committees of Management / Volunteers	<ul style="list-style-type: none"> To adhere to and communicate the policy when required To attend training / awareness programs Provide Council information upon request for reporting

8 References

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

9 Definitions

Term	Meaning
Committees of Management	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.
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.

Term	Meaning
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 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.
Public Land Management Groups	For the purposes of this document, are the Committees of Management appointed under the <i>Crown Land (Reserves) Act 1978</i> and responsible for the management of recreation reserves where community sport training and games are held.
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.
YSC	Yarriambiack Shire Council

10 Consistency with Governance Principles Local Government Act 2020

Governance Principle	Section of policy where covered
(a) Council decisions are to be made and actions taken in accordance with the relevant law;	Section 7.1 Actions, Section 8 References
(b) priority is to be given to achieving the best outcomes for the municipal community, including future generations;	Section 3 Statement of Intent, Section 4 Scope
(c) the economic, social and environmental sustainability of the municipal district, including mitigation and planning for climate change risks, is to be promoted;	Section 3 Statement of Intent, Section 4 Scope
(d) the municipal community is to be engaged in strategic planning and strategic decision making;	Section 4 Scope, Section 5 Policy Framework
(e) innovation and continuous improvement is to be pursued;	Section 3 Statement of Intent, Section 4 Scope

Governance Principle	Section of policy where covered
(f) collaboration with other Councils and Governments and statutory bodies is to be sought;	Section 5 Policy Framework, Section 6 Fair Access Principles
(g) the ongoing financial viability of the Council is to be ensured;	Section 7.1 Actions
(h) regional, state and national plans and policies are to be taken into account in strategic planning and decision making;	Section 8 References
(i) the transparency of Council decisions, actions and information is to be ensured.	Section 3 Statement of Intent

In giving effect to the overarching governance principles, a Council must take into account the following supporting principles—

- (a) the community engagement principles;
- (b) the public transparency principles;
- (c) the strategic planning principles;
- (d) the financial management principles;
- (e) the service performance principles.

11 Policy Review




The Action Plan will undergo an annual review, while the Policy will be reviewed every three years.

It is also recognised that from time-to-time circumstances may change leading to the need for minor administrative changes to this document. In addition, should a material change be required outside of the scheduled annually review, alterations must be made by a Resolution of Council.

12 Council Approved Policy





Policy Adopted:	Ordinary Meeting 28 February 2024	Minute Book Page 40
Policy Reviewed:	Administrative Review – 28 February 2025	Version 2.0 No changes to the content; only the layout has been updated to align with the Style Guide and enhance user-friendliness. Review period also updated to be three yearly.

13 Appendix 1: Yarriambiack Shire Council Action Plan
Principle 1: Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive.


	Actions to Achieve Progress	Timeframe	Responsibility	Indicator of Success
	Audit YSC sport and recreation facilities to determine current provision of gendered facilities (e.g. changerooms and amenities).	Long Term 3 – 5 years	Manager Community Health Sport and Recreation Coordinator	Audit 2 YSC Facilities per year.
	Complete a GIA for all new and reviewed community infrastructure policies, plans or strategies.	Medium Term 1 – 2 years	Manager Community Health Sport and Recreation Coordinator	GIAs completed as required.
	Provide education to clubs on the importance of inclusive, positive, and appropriate language on displayed club images and language used in club rooms and on social media .	Medium Term 1 – 2 years	Sport and Recreation Coordinator Manager Community Health Community Strengthening Coordinator	Educational material distributed to clubs.

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
	Promote and encourage women and girls to join the Female Administrators Network.	Short Term 12 months	Sport and Recreation Coordinator Wimmera Regional Sports Assembly	Increase number of memberships from within Yarriambiack Shire Council.
	Support and promote the Wimmera Regional Sports Assembly in their delivery of women's leadership programs across YSC.	Medium Term 1 – 2 years	Sport and Recreation Coordinator Wimmera Regional Sports Assembly	Increase number of Programs delivered by WRSA with support or promotion from YSC.
	Promotion of training and leadership programs available across the region (e.g. WSMD Change Makers Program).	Medium Term 1 – 2 years	Sport and Recreation Coordinator Community Strengthening Coordinator	Increase the number of programs promoted in Council's Media and/or shared with clubs.
	Encourage clubs to implement a mentorship program for members who wish to learn how to coach, officiate or become committee members.	Long Term 3 – 5 years	Sport and Recreation Coordinator Committees	Initiatives implemented by clubs to expose club members to various club roles and functions.




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
	Clubs to consult with players and agree on Fair Access to preferred match and training starting times for all users.	Medium Term 1 – 2 years	Committees of Management / Club Committees Sport and Recreation Coordinator	Evidence of club consultation in electing training and match times (e.g. meeting minutes or via online survey submission).
	Incorporation of equitable access and use statement within YSC Sport and Recreation Strategy.	Short Term 12 months	Manager Community Health Sport and Recreation Coordinator	Adopted Sport and Recreation Strategy.
	Seek relevant funding and grants to support upgraded infrastructure projects.	Long Term 3 – 5 years	Manager Community Health Sport and Recreation Coordinator	Increase the number of grant applications submitted and document successful attempts.
	Partner with State Sporting Associations to deliver come and try days or activities / initiatives to promote women's sport.	Medium Term 1 – 2 years	Sport and Recreation Coordinator State Sporting Association	Programming opportunities delivered across YSC in partnership with SSA's.

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

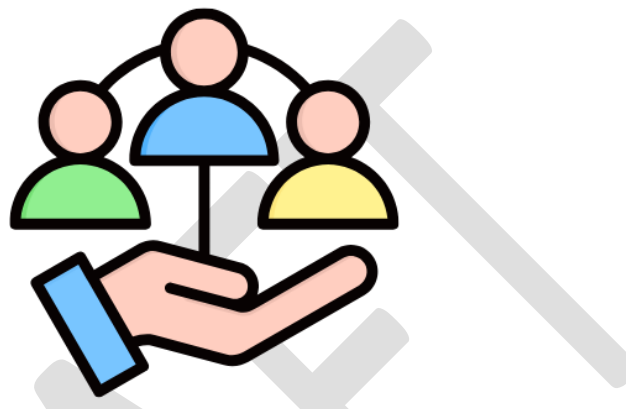

	Actions to Achieve Progress	Timeframe	Responsibility	Indicator of Success
	Promotion and encouragement to committees to aim for a gendered balanced committee.	Medium Term 1 – 2 years	Manager Community Health Sport and Recreation Coordinator Committees	YSC Club Profiles: analyse and collate data on the number of women and girls on committees (%).
	Commitment to paid positions within clubs being fair and equal for the same roles.	Medium Term 1 – 2 years	Committees	Club Financial Data and Reporting indicating equal pay.
	Encourage clubs to set goals that focus on equal representation in decision making roles across different aspects of the club (e.g. executive committee, coaching and officiating roles).	Medium Term 1 – 2 years	Sport and Recreation Coordinator Committees	Club initiatives to achieve equal representation within various club roles / functions.
	Promote and encourage the completion of the Gender Inclusive Sporting Club (Self-Assessment Tool) to identify areas of improvement.	Short Term 12 months	Manager Community Health Sport and Recreation Coordinator	Increase the number of Self-Assessment's completed by YSC sporting clubs.




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
	Promote and encourage Sporting Clubs to become Communities of Respect and Equality (CoRE) Alliance Members.	Short Term 12 months	Sport and Recreation Coordinator Women's Health Grampians	Increase the number of memberships from Yarriambiack Shire Council Sporting Clubs.
	Inclusive language used in Council documents and on YSC Media channels (e.g. Chairperson instead of Chairmen, seniors and juniors instead of boys or girls).	Short Term 12 months	Community Strengthening Coordinator Sport and Recreation Coordinator Manager Community Health	Annual Review of Council Documents and Media Channels.
	Review, update and/or incorporate Fair Access requirements into Leases and Licences.	Long Term 3 – 5 years	Governance Officer	Number of Leases and Licences: 2 per year.
	Support and encourage Sporting Clubs within YSC to adopt Council's Fair Access Policy.	Short Term 12 months	Sport and Recreation Coordinator Manager Community Health	Evidence of the Fair Access Policy being adopted (Meeting Minutes from clubs).

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
	Review and update YSC SHARE Grants Program criteria for sporting clubs to incorporate Fair Access requirements.	Medium Term 1 – 2 years	Manager Community Health Sport and Recreation Coordinator Manager Community Strengthening and Engagement	Percentage of successful applications from clubs with a commitment to Fair Access.
	Council to promote the achievements of sporting clubs within the Yarri Yarns Newsletter or across social media platforms who are championing Fair Access or inclusive practices / initiatives.	Long Term 3 – 5 years	Sport and Recreation Coordinator Community Strengthening Coordinator	Increase the number of sporting clubs promoted across Council's Yarri Yarns Newsletter or media platforms.
	Council to prioritise sporting clubs who are achieving Fair Access Commitments for project and funding opportunities.	Long Term 3 – 5 years	Manager Community Health Sport and Recreation Coordinator	Council's Sport and Recreation Priority Projects List to be reflective of club's Fair Access commitments and initiatives.



YARRIAMBIACK SHIRE COUNCIL

34 Lyle Street, Warracknabeal Vic 3393

T: (03) 5398 0100

F: (03) 5398 2502

PO Box 243, Warracknabeal Vic 3393

E: info@yarriambiack.vic.gov.au

W: www.yarriambiack.vic.gov.au

www.facebook.com/yarriambiack