

Fair Access: Action Plan (draft)

Fair Access Principles

- **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 user groups who demonstrate an ongoing commitment to gender equitable access and use of allocated community sport infrastructure

Focus Areas

Frankston City Council has considered these principles when determining the actions to achieve progress, and have decided to split these actions into key focus areas:

- Active Places: Sporting Infrastructure and Environment
- Active Options: Usage and Allocations
- Active and Healthy People: Active Participation
- Active Governance

Action Plan

Previous gender inclusive club work by Council

- Frankston Gender Inclusive Sporting Club video
- Hosting workshops to determine barriers and enablers of women and girls participating across all levels of sport
- Created Gender Inclusive Sporting Club Toolkit
- Supporting clubs to participate in the 16 Days of Activism campaign
- Strong Sister Come and Try Day
- Confident Communication Master Class for women in sport leaders

For more information on the above please visit: [Sport and recreation club support - Frankston City Council](#)

Council Actions

Active Places: Sporting Infrastructure and Environment

Actions to achieve progress	Fair Access Principle Addressed	Timeframe / Year			
		1	2	3	4
Ensuring safer and more inclusive infrastructure to improve the training and playing experience for women and girls (including change rooms, bathrooms and amenities, sports lighting, car parks, pathways, sensory rooms, prayer rooms etc.)	1,3				
Ensure completion of a GIA for all new or upcoming renewals of any master plans, policies, strategies etc.	1,2,3,4				
Seek relevant funding and grants to support with upgraded infrastructure projects	1				

Active Options: Usage and Allocations

Actions to achieve progress	Fair Access Principle Addressed	Timeframe / Year			
		1	2	3	4
Review and update Community Grants criteria for sporting clubs to incorporate fair access requirements.	3,6				
Explore the development of Lease and License, or seasonal tenancy discounts through a review of the current fees and charges and consider subsidies and discounts for those with increasing participation of women and girls and diverse groups.	5,6				
Review and update Lease and License and Service Level Agreements and incorporate Fair Access practices and principles where applicable.	5				
Review Seasonal Tenancy Manual and Application Form and incorporate Fair Access practices and principles where applicable	5				
Update Sports Development Plan and incorporate Fair Access practices and principles where applicable	5				

Active and Healthy People: Active Participation

Actions to achieve progress	Fair Access Principle Addressed	Timeframe / Year			
		1	2	3	4
Provide training and mentorship for women and girls to learn about leadership	2,4				
Support, promote and or host Come and Try days or sporting activations	2,3				
Host education/information sessions series with clubs on the inclusion of diverse groups	5				
Promote fair access by raising the profile of clubs that are leading the way in inclusion of diverse groups and showcasing prominent local role models (athletes, volunteers, coaches, administrators, officials etc.)	2,4,5,6				
Continually share upskilling opportunities through networks as they arise	2, 6				

Active Governance

Actions to achieve progress	Fair Access Principle Addressed	Timeframe / Year			
		1	2	3	4
Explore option of working towards gendered targets for club committees	2,4				
Promote and incentives clubs to complete Gender Inclusive Sporting Club: Self-Assessment Tool (e.g. visits from sporting stars, social Room bookings, fee subsidies)	1,2,3,4,5,6				
Advocate to leagues / associations for welcoming policies and practices	2,3,4,5,6				
Seek funding and grant opportunities to: <ul style="list-style-type: none"> - invest in programs that attract equal access of diverse users (e.g. inclusion officer that work with clubs across Council) - continue upskilling committee members and or players with gender equity and bystander training 	2,3,4,5				
Review and update Sport Liaison Committee Terms of Reference and members.	2,4,5				
Explore the development of a Frankston Inclusive Club logo/ start rating system for clubs to display (club rooms, website, banners) as a recognition tool of working towards inclusion of diverse groups, giving families a point of difference when deciding on a new club	5				

Club Actions

Active Places: Sporting Infrastructure and Environment:

Actions to achieve progress	Fair Access Principle Addressed	Timeframe / Year			
		1	2	3	4
Clubs images displayed and language used in club rooms and on social media is inclusive, positive and appropriate.	1				

Active Options: Usage and Allocations

Actions to achieve progress	Fair Access Principle Addressed	Timeframe / Year			
		1	2	3	4
Clubs to consult with players, coaches and parents to understand the needs of participants before allocating training/ game times for playing and change facilities	1,2,3				
When applying for grants consult with players, coaches and parents of the club within given facilities in need of improvement in order to identify aspects that are lacking and impacting access.	2,6				
Clubs to have evidence of fair access to preferred match starting times and training times for all users.	2,3				

Active and Healthy People: Active Participation

Actions to achieve progress	Fair Access Principle Addressed	Timeframe / Year			
		1	2	3	4
Implement a flexible uniform policy and strategies that listen to what women and girls and gender diverse people prefer to help break down barriers to participation	2,5				
Ensure social events are inclusive and welcoming to women and girls, fostering a sense of belonging and camaraderie within the club	1,2,5				
Ensure prizes, awards, promotion and opportunities are fair for all players, regardless of gender.	2,4,5				
Host or promote training and mentorship for club members who want to learn, coach, officiate or join a committee	2,4				
Consider modified or participation based programs or low commitment options that may attract new people to the club	1,2,3				
Connect and build relationships with local schools and community groups to strengthen relationships and help promote participation	2				

Active Governance

Actions to achieve progress	Fair Access Principle Addressed	Timeframe / Year			
		1	2	3	4
Clubs to complete the Gender Inclusive Sporting Club: Self-Assessment Tool to identify areas of improvement	1,2,3,4,5				
Ensure paid positions are fair and equal for same role, regardless of gender.	2,4				
Create a diversity strategy or set goals within your club that focuses on equal representation in decision making roles across different aspects of the sporting club (executive, committee and coaching/ officiating roles).	2,4				
Establish clear anti-discrimination and harassment policies emphasising a zero tolerance approach to inappropriate behaviour	1,5				
Create safe and confidential reporting mechanisms for any instances of discrimination, harassment or inappropriate behaviour	1,5				
Set expectations early through player and coach code of conducts, including the Fair Play Code and other relevant rules.	1,5				
Have a strong social media presence showcasing the clubs effort towards fairer access.	1,5				