

Frankston Fair Access Policy

(REM number)

Lifestyle Capital of Victoria

1. Purpose and Intent

Frankston 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 Frankston City Council (Council) in the identification, and elimination of systemic causes of gender inequality in relation to community sports infrastructure.

Council will undertake take the necessary and proportionate steps towards achieving *gender equality* in the access and usage of community sports infrastructure. This Policy establishes Council's expectation that *gender equality* is considered and prioritised in all current and future *Council Recreation* planning, policy, service delivery and practice as they relate to community sports infrastructure.

2. Background

Sport is a highly visible and valued feature of Frankston's culture and identity. From a 2020 Sporting Club Participation Survey, of the 28, 806 people who participate in sport in Frankston City, 37.6% identified as female. Lower participation by women and girls is also evident, when looking specifically at diverse sub-groups as noted below:

- 35% of those who identified as Aboriginal and Torres Strait Islander were female
- 37.4% of those who identified as Culturally and Linguistically Diverse were female
- 38.5% of those who identified as living with a disability were female.

The sport and active recreation sector provides 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 in our community. Council is well positioned to design and implement place-based, integrated actions plans that progress gender equality in community sport.

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

As a defined entity of the Gender Equality Act 2020, 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).

3. Scope

The scope of the Policy is to support Council to take positive action towards achieving gender equity in the access and use of community sports infrastructure. This complies with the *Gender Equality Act 2020*, Local Government Act 2020 and the Public Health and Wellbeing Act 2008 and aligns with Frankston Municipal Public Health and Wellbeing Plan.

The Policy applies to:

- Any policies, programs, communications, and services as they relate to community sports infrastructure.
- All *community sports infrastructure managed by Council*. For a full list, please see **appendix 1**.

4. Definitions

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 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.

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.

5. Authorisation

This Policy is managed by the Community Strengthening Department, and is approved by Frankston City's Mayor and Council's Chief Executive Officer (CEO):

Mayor, Frankston City

CEO, Frankston City Council

in accordance with Frankston City Council resolution at its Ordinary Council meeting of xxxx.

6. Policy

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

Council acknowledges:

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

Council will:

- 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
- engage in the process of GIA's 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.

7. Roles and responsibilities

Council commits to undertake a GIA on all policies, programs, processes, communications, and services and if opportunities are identified will develop or strengthen gender equitable access and use of community sports facilities, in alignment with the Fair Access Principles (refer to section 10a to view principles).

Council acknowledges that the requirement to have a gender equitable access and use policy and action plan in place, and the ability to demonstrate progress against that policy and

action plan, will form part of the eligibility criteria for Victorian Government funding programs relating to community sports infrastructure from 1 July 2024 and must be in place by no later than 1 October 2024.

Role	Responsibility
Local Government - CEO and Executive Management Team	<ul style="list-style-type: none"> Promote a gender-aware and gender-responsive culture and community and championing the Fair Access Policy. Promote, encourage and facilitate the achievement of gender equality and improvement in the status of women and girls in sport and active recreation.
Coordinator Recreation	<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 Communicate policy updates to all staff and members Monitor compliance and issues Promote, encourage and facilitate the achievement of gender equality and improvement in the status of women and girls Support the undertaking of GIA's
Gender Equality Advisor, People & Culture	<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 Support the organisation and staff to undertake GIA's and submission of progress reports as per the <i>Gender Equality Act 2020</i> obligations
Sport and Recreation Officers	<ul style="list-style-type: none"> To communicate and educate sport and recreation infrastructure user groups and users about the Policy. Liaise with State neighbouring Local Government Areas, Sporting Associations, leagues to align policies where possible.
Local Government – all staff	<ul style="list-style-type: none"> Adhere to and communicate the policy when required.

8. Policy non-compliance

Equality is not negotiable in Victoria. Non-compliance with this Policy has the potential to cause multiple adverse impacts for Council including reputational damage and unfair health outcomes and distribution of public assets for members within our community.

Failure to comply with this Policy will mean that:

- Council will be in breach of the Gender Equality Act 2020.
- Council will no longer be eligible for Victorian Government funding programs relating to community sports infrastructure.

9. Related documents

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.

This Policy has been developed in line with and consideration of the following Guidelines, Plans, Strategies and Policies:

- Inquiry into Women and Girls in Sport and Active Recreation
- Gender Equality Act 2020 (Vic)
- Local Government Act 2020 (Vic)
- Equal Opportunity Act 2010 (Vic)
- Active Leisure Strategy 2021-2029
- Frankston City Council Gender Equality Action Plan 2021–2025
- Frankston City Council Health and Wellbeing Plan 2021–2025
- Frankston City Council 2021-2025 Council Plan and Budget
- Frankston Gender Inclusive Sporting Club Toolkit
- Long Term Infrastructure Plan 2021-2031
- Frankston Open Space Strategy 2016

10. Implementation of the Policy

a. 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 principles:

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 considers that these principles provide clear direction, while also enabling adaption to the specific environment of Frankston City. The details of how Council will roll out this Policy are listed within the Action Plan.

11. Document History

Date approved	Change Type	Version	Next Review Date

Appendix 1

Community sports infrastructure and assets managed by Council

Asset Category
1. Sporting Pavilions and club houses
2. Outdoor Aquatic Facility
3. Synthetic Pitch
4. Golf Course & precinct
5. Skate Parks
6. Tennis Courts
7. Grounds and reserves
8. Cricket wickets
9. Outdoor cricket nets
10. Croquet Club
11. Netball courts
12. Life Saving clubs
13. Equestrian reserves
14. Bowling greens
15. Archery range
16. Basketball Stadium
17. Netball Stadium
18. Athletics track
19. Motorcycle track
20. BMX track