The Draft Fair Access Action Plan has been developed based on advice from the Office for Women in Sport and Recreation, Sport and Recreation Victoria and VicHealth, in consultation with representatives from local government and the sport and recreation sector.

The resultant Action Plan is based on these six principles:

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| **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 infrastructure that supports 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. |

These Principles build on focus areas already recommended as part of the Surf Coast Shire Gender Equity and Diversity Action Plan (2021-2025).

Focus Areas

* Gather evidence and statistics with gender breakdowns (gendered data collection, analysis and impact assessment) to inform projects.
* Host workshops to determine barriers and enablers of women and girls participating across all levels of sport.
* Including of gender equality criteria in procurement evaluations.
* When discussing community plans with community groups, seeking to achieve a gender balance on committee.
* Promoting support networks for women through social and learning activities and events
* Use of community consultation data to gain an insight into the need differences of women to document gaps in services and facilities
* Work with event organisers to equally promote male and female athletes in the lead up and during events. As example, the Cadel Evans Welcome Wave and Rip Curl Pro
* Ensure a continued balance in exhibitions held at the Australian National Surfing Museum, highlighting male and female surfing icons
* Promote female based sporting programs

To view the Action Plan:

[Surf Coast Shire Gender Equality & Diversity Action Plan 2021-2025](https://www.surfcoast.vic.gov.au/files/assets/public/v/1/03-community/surf-coast-shire-council-gender-equality-diversity-action-plan-2021-to-2025.docx)

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| **Principle 1:** Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive | | | |
| Action | Timeframe | Responsibility | Measurement |
| Ensure completion of a GEIA for:   * All new or upgrade/renewal social infrastructure projects when relevant * All new or future renewals of any plans, policies, strategies etc. | Year 1 and 2 | Surf Coast Shire | GEIA’s are completed on all new or upgrade/renewal social infrastructure projects, policies, plans and strategies |
| Follow best practice when planning for and designing new or upgraded infrastructure included but not limited to:   * State and National Sporting Association Facility Development Guidelines * Universal Design Guidelines * Female Friendly Sport Infrastructure Guidelines * Crime Prevention Through Environmental Design Guidelines | Year 1 and 2 | Surf Coast Shire | Best practice principles are applied when planning for and designing new or upgraded infrastructure |
| Seek relevant funding and grants that support upgraded infrastructure, including prioritisation of projects that will support women and girls to be active | Year 1 and 2 | Surf Coast Shire | Identify and apply for relevant funding opportunities supporting infrastructure improvement for women and girls |
| ‘Fair Access’ promotional materials displayed and ensure language used in facilities and on social media is inclusive, positive and appropriate | Year 1 | Clubs and Community User Groups | ‘Fair Access’ images to be displayed |

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| **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 | | | |
| Action | Timeframe | Responsibility | Measurement |
| Support Leagues and Associations in their efforts towards developing and/or implementing welcoming policies and practices | Year 1 and 2 | Surf Coast Shire and Leagues and Associations | Meetings with local sporting associations and Surf Coast Shire |
| Clubs and Community User Groups to consult with female players, coaches members and parents to understand the needs of participants before allocating training / game times for playing and use of change facilities | Year 1 and 2 | Surf Coast Shire and Clubs and Community User Groups | Clubs to acknowledge consultation as part of the scheduling approval process |
| Clubs and Community User Groups to consult with women and girls to help break down any barriers to participation (e.g. uniforms, playing or training times, club code of conduct etc.) and club social events | Year 1 and 2 | Surf Coast Shire and Clubs and Community User Groups | Surf Coast Shire, Clubs and Community User Groups to celebrate successful outcomes in breaking through barriers |
| Ensure prizes, awards, promotion and opportunities are equal for all participants | Year 1 and 2 | Clubs and Community User Groups | Clubs and Community User Groups award and celebrate successful contributions |

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| **Principle 3:** Women and girls will have equitable access to, and use of infrastructure that supports existing and new participation opportunities, and a variety of sports. | | | |
| Action | Timeframe | Responsibility | Measurement |
| Support and promote ‘Come and Try’ days or sporting activations introducing women and girls to safe and inclusive sporting and recreational environments | Year 1 and 2 | Surf Coast Shire and Clubs and Community User Groups | Increase in ‘Come and Try’ sessions across the Surf Coast Shire |
| Clubs, Community User Groups, Leagues and Associations to provide ‘Fair Access’ by equal opportunity to training scheduling and game start times for all users | Year 1 and 2 | Leagues and Associations, Clubs, Community User Groups | Meeting with Leagues and Associations and Clubs / Community User Groups |
| When applying for grants consult with players, coaches, members and parents of the club to understand the needs of improvement in order to identify aspects that are lacking and impacting access | Year 1 and 2 | Clubs and Community User Groups | Clubs to acknowledge consultation as part of the application process |
| Consideration to age-friendly community facilities encouraging active ageing opportunities for women. | Year 1 and 2 | Surf Coast Shire | Consider Active Ageing Principles when planning for and designing new and upgraded sporting and recreational infrastructure |

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| **Principle 4:** Women and girls should be equitably represented in leadership and governance roles. | | | |
| Action | Timeframe | Responsibility | Measurement |
| Provide training and mentorship for women and girls to learn about leadership  ***(via Leisure Networks)*** | Year 1 and 2 | Surf Coast Shire, Office for Women in Sport and Leisure Networks | Hosting workshops promoting leadership for women and girls |
| Continue to promote and support clubs and groups to work towards and achieve gender targets for e.g. executive, committee, coaching and officiating roles etc. | Year 1 and 2 | Surf Coast Shire and Community User Clubs | Surf Coast Shire, Clubs and Community User Groups to celebrate successful appointments |
| Ensure any paid positions are fair and equal for same role, regardless of gender | Year 1 and 2 | Clubs and Community User Groups | Clubs and Community User Groups remunerate equal contribution |

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| **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. | | | |
| Action | Timeframe | Responsibility | Measurement |
| Host education/information sessions with clubs on the promotion of inclusion and equity for diversity and women  ***(via Leisure Networks)*** | Year 1 and 2 |  |  |
| Celebrate clubs that are leading the way in inclusion, including showcasing prominent local role models (athletes, volunteers, coaches, administrators, officials etc.) | Year 1 and 2 |  |  |
| Promote clubs to participate / complete Gender Inclusive Sporting Club Self-Assessments (e.g. allocations of sporting grounds/fields/courts, visits from sporting stars, social room bookings) | Year 1 and 2 |  |  |

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| **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. | | | |
| Action | Timeframe | Responsibility | Measurement |
| Review and update Community Grants criteria for sporting clubs incorporating a Fair Access requirement to ensure that greater consideration is given to programs or projects that support women and girls to be active | Year 1 and 2 |  |  |
| Review and update Lease and License and Service Level Agreements and incorporate Fair Access practices and principles (where applicable) to support clubs and groups to provide supportive environments that encourage participation by women and girls. | Year 1 and 2 |  |  |
| Investigate the development and use of a Seasonal Tenancy Manual and Application Form to use to incorporate Fair Access practices and principles to ensure that greater consideration is given to facility bookings/allocations that support women and girls to be active | Year 1 and 2 |  |  |