DRAFT FAIR ACCESS IN SPORT POLICY

2024-2028



Banyule
City Council

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Acknowledgement of the Traditional Custodians

Banyule City Council proudly acknowledges the Wurundjeri Woi-wurrung people as Traditional Custodians of the land and we pay respect to all Aboriginal and Torres Strait Islander Elders, past, present and emerging, who have resided in the area and have been an integral part of the region's history. We recognise and value the ongoing contribution of Aboriginal people and communities to Banyule life and how this enriches us. We embrace the spirit of reconciliation, working towards the equality of outcomes and ensuring an equal voice.

Diversity Statement

Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages, and genders. We are committed to access, equity, participation, and rights for everyone: principles which empower, foster harmony, and increase the wellbeing of an inclusive community.

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1. Purpose

The Fair Access Policy (the Policy) aims to address known barriers experienced by women, girls and gender diverse people in:

- accessing and using community sports infrastructure.
- participation in all aspects of community sport.

Council will identify and eliminate systemic causes of gender inequality in policy, programs, communications, and delivery of services in relation to community sports infrastructure.

The four-year Fair Access in Sport Action Plan provides information on how Council will work in collaboration with community sporting clubs, leagues, peak bodies and other stakeholders to implement the Fair Access Policy to improve the experiences of women, girls and gender diverse people.



2. Background

Sport is a highly visible and valued feature of Banyule's culture and identity. Community sporting clubs deliver a diverse range of activities that improve the health and wellbeing of the community and provide opportunities for social connections.

Fair Access Policy Roadmap
The Fair Access Policy Roadmap, released in August 2022, is Australia's first policy aimed at providing women, girls, and gender-diverse people with better and fairer access to community sports infrastructure. Developed by the Victorian Government's Office for Women in Sport in partnership with VicHealth and Sport and Recreation Victoria, this policy mandates that all Victorian local government authorities implement a gender equitable access and use policy (or equivalent) by 1 July 2024. Compliance with this policy is necessary to remain eligible for State Government community sports infrastructure funding.

Integration with Gender Equality Act 2020
This policy aligns with the Gender Equality Act 2020, which requires all Victorian local government authorities to conduct a Gender Impact Assessment (GIA) on all new policies, programs, communications, and services. The GIA critically analyses the impact of gender and considers how attributes such as age, disability, sexual orientation, ethnicity, race, religion, and socio-economic status can create overlapping forms of discrimination and disadvantage.

Commitment to a Safe and Equal Society
The Victorian Government is dedicated to fostering an environment where all Victorians live in a safe and equal society, have equal access to power, resources, and opportunities, and are treated with dignity, respect, and fairness. The Fair Access Policy is a crucial part of the Victorian Government's reform agenda, which seeks to address traditional structures and the operational methods of community sport and recreation organizations. This reform agenda is guided by the recommendations from the 2015 Inquiry into Women and Girls in Sport and Active Recreation, specifically:

- **Recommendation Six (6)**:
    - **Review Access and Usage Policies**: Facility owners and managers are encouraged to ensure that women and girls have fair access to high-quality facilities at optimal times.
    - **Adoption of Policies, Strategies, and Audit Tools**: Universal adoption of these measures is aimed at driving significant change.



3. Policy Statement

Council's Commitment to Gender Equity in Community Sports

The Council is dedicated to achieving gender equity in community sports, ensuring that women, girls, and gender-diverse individuals can fully participate in all aspects of community sport. Council acknowledges:

- Disadvantaged position some individuals have had in the community sports sector because of their gender.
- Multiple and interacting influences of a person's identity that can create overlapping forms of discrimination and disadvantage. These attributes include but are not limited to age, disability, sexual orientation, Aboriginality, ethnicity, race, religion and socio-economic status.
- Requirements of the *Gender Equality Act 2020*, and the wider Victorian Government Gender Equality Strategy.
- Requirements of the Victorian Fair Access Policy Roadmap to establish gender equitable access and use policies in relation to Council owned community sports infrastructure.

Through these acknowledgements, the Council reaffirms its commitment to creating an inclusive and equitable sports environment for all members of the community.

The Fair Access Policy will:

- Guide the development and review of relevant Council policies that include but are not limited to: Banyule User Guide and Allocation Policy, Sporting Facilities Capital Works Policy and Active Banyule Sport and Recreation Plan.
- Foster a gender-inclusive community sports culture in Banyule through targeted education and awareness initiatives.
- Create more inclusive opportunities to participate in a diverse range of community sport activities.
- Increase the participation of women, girls and gender diverse people in all aspects of community sport.
- Serve as a tool to advocate for investment in inclusive community sport infrastructure.

Our Policies

Gender equitable access and use policies specific to community sports infrastructure are embedded in the following Council policies:

- Fair Access in Sport Policy and Action Plan 2024-2028
- Banyule Sports Allocation Policy and User Guide 2022-2026
- Sporting Facilities Capital Works Policy 2022
- Active Banyule 2024-2028 (Sport and Recreation Plan)

The Policy incorporates the requirements of:

- The Gender Equality Act 2020
- The Public Health and Wellbeing Act 2008
- The Local Government Act 2020
- Equal Opportunity Act 2010

The Policy incorporates the following Banyule Council Plans and Strategies:

- Banyule Community Vision 2041
- Inclusive Banyule 2022-2026
- Social Infrastructure Framework 2022-2032
- Banyule Council Plan 2021-2025
- Banyule Health and Wellbeing Plan
- Community Infrastructure Plan 2023-2033

4. Fair Access Principles

The principles of Banyule Council's Fair Access Policy are grounded in evidence of the known barriers to community sports participation by women, girls, and gender-diverse people. These principles include:.

Principles of Banyule's Fair Access Policy are:

1. Community sports infrastructure and environments are genuinely welcoming, safe and inclusive.
2. Women, girls and gender diverse people can fully participate in all aspects of community sport and active recreation, as players, coaches, administrators, officials, volunteers and spectators. This includes diverse groups such as First Nations People, people with disability, different ages, sexual orientation, religious and language and cultural background.
3. Women, girls and gender diverse people will have equitable access to and use of community sports 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.
4. Women, girls and gender diverse people will be equitably represented in leadership and governance roles.
5. Encourage and support all community sporting clubs to understand and adopt gender-equitable access and use practices.
6. Prioritise access, use and support to community sporting clubs who demonstrate an ongoing commitment to gender-equitable access and use of allocated community sports infrastructure.



5. Fair Access Objectives

1. **Safe, Welcoming, and Accessible Spaces**: Provide safe, welcoming, and accessible community sports spaces for women, girls and gender-diverse people.
2. **Eliminate Gender Inequality:** Enhance the capacity and capabilities of the Council and sporting clubs to identify and eliminate systemic causes of gender inequality in policies, programs, and service delivery related to community sports and active recreation.
3. **Build Understanding and Inclusion:** Iincrease the capacity of community sporting clubs to understand diversity, access, and inclusion, supporting greater participation in all aspects of community sport and active recreation as players, officials, volunteers, and committee members.



6. Inclusion and Gender Equity in Sport in Banyule

Community Sports Infrastructure

Community sports infrastructure constitutes a significant portion of the Council's estimated $270 million infrastructure portfolio. Creating inclusive and welcoming community sports facilities is a top priority for the Council, as it supports everyone's participation in organized community sports activities.

Investment in community sports infrastructure is guided by the **Social Infrastructure Benchmark Standards**, which provide a framework to ensure that infrastructure meets the current, future, and emerging needs of the community. Recent improvements have focused on:

- **Increasing Functionality, Capacity, and Accessibility**: Enhancing the functionality, capacity, and accessibility of sporting pavilions to better serve the community.
- **Planning New Facilities**: Developing new facilities to support the diverse demand and growth in community sports participation.

Through these efforts, the Council aims to create an environment that fosters greater involvement and enjoyment in community sports for all residents.

Social Infrastructure Benchmark Standards for Community Sports Infrastructure:

Fit for People - Inclusive, welcoming, and safe community sports facilities.

Output

- Female Friendly change facilities and amenities that address physical access barriers and apply principles of universal design.
- Enhance opportunities for broader community access to existing facilities by adding value to capital projects to support adaptable and flexible multi-use facilities.

Fit for Purpose - Support community sporting clubs with infrastructure that meets local needs and expectations while accommodating future growth.

Output

- New and upgraded lighting, playing surfaces and assets that meet State Sporting Association guidelines and maximise community sports participation and use.
- Evidence based data is used to understand existing sports provision and conditions and community sports participation trends and population projections.

Fit for Place

Ensure community sports infrastructure is environmentally sustainable and enhances open space, contributing to a sense of place, community connection, and identity.

Output

- Support safe access and connections to the facility, environment surrounds and amenities. This includes adhering to the Council's Environmental Sustainable Design Guidelines, which encompass the installation of solar panels, LED lighting, waste management, recycling, and water tanks.

Equitable and Fair Community Sports Infrastructure

The Council's Sports Allocation Policy and User Guide (2022-2026) outlines the principles, processes, and framework for the seasonal allocation of sporting facilities and grounds. Council Officers assess seasonal applications using specific criteria and percentage weightings and employ a point reward system for good governance and management, which can result in a small discount on seasonal fees.

Key components include:

- **Assessment Weighting**: Clubs demonstrating commitment to gender equity initiatives, disability empowerment, and inclusive participation approaches and activities receive a 20% assessment weighting.
- **Reward Points for Discounts**: Sporting clubs can earn reward points, resulting in discounts on their seasonal fees for using ovals and pavilions if they demonstrate involvement in gender equity access and disability inclusion initiatives.

Community Sports Access and Participation

The number of women and girls participating in community sports has increased significantly in recent years, particularly in junior football, soccer, baseball, and cricket. This growth has been facilitated by the Council's investment in sports facilities and infrastructure, with a particular focus on female-friendly change rooms. However, more data is needed to understand the number of women, girls, and gender-diverse people participating in various sporting club roles, including player, coach, volunteer, official, spectator, and administrator.

Initiatives and Programs

- **Inclusion@Sport Project**: Launched in 2022, this project employed a person with a disability and collaborated with five Banyule sporting clubs to enhance awareness of inclusive practices. It resulted in the delivery of inclusive community sport activities and the ongoing capacity to support the participation of people with disabilities amongst some of our clubs.
- **Women in Sport Forums**: These forums showcase the achievements of women in various community sporting club roles. They provide valuable networking opportunities, profile local leaders, inspire other women and girls, and facilitate the sharing of experiences, challenges, and opportunities.
- **Banyule Club Chat Online Newsletter**: The Council regularly distributes information on sport to community sporting clubs through this newsletter. It shares topical industry information on programs, training, and grants that can support clubs in addressing gender imbalances and facilitating access and inclusion in all aspects of sporting club operations.
- **Abilities Unleashed Programs**: In 2024 and 2025 the Council will deliver two Abilities Unleashed Programs for all ages, including come-and-try sport days designed to promote pathways for inclusion.

By implementing these initiatives and programs, the Council aims to foster a more inclusive and equitable environment in community sports, ensuring that everyone has the opportunity to participate and thrive.



7. Barriers to Community Sports Participation

The Policy is informed by International and national data that highlights the significant barriers faced by women, girls and gender diverse people in relation to community sports participation. Key findings of relevant research are summarised below:

Australia

Underrepresentation: Women and girls are underrepresented in community sports participation.[3]

Facility Sharing: Women and girls are less likely than men to agree that club facilities are shared equally between genders .[1]

Gender Imbalance: Fifty percent of people playing community sports have experienced or witnessed gender imbalance (56%), sexist language and jokes (55%). Two in three people believe their sporting organization needs to work towards better gender balance.

Unwelcoming Environment: Women are 2.5 times more likely to report feeling unwelcome at their sporting club compared to men. Women athletes experience three times more social media abuse than their male counterparts. .[2]

Leadership Opportunities: Two in three people reported that men have more opportunities to be in senior leadership positions. Across 60 National Sporting Organisations in Australia, women represent:

- Under thirty percent of executive, board, and senior leadership roles
- Only fifteen percent of elite coaching positions are filled by women.

First Nations and Non-English-Speaking Backgrounds: First Nations women have the lowest rate of sports participation, and women who speak a language other than English at home tend to participate less often on average than other women.[2]

Disability: People with disabilities are significantly less likely to participate in sport and/or physical activity. [2] The most common barriers include inaccessible venues and activities, costs, and transportation. [5]

LGBTIQA+ Discrimination: Young people continue to experience and witness alarming rates of homophobia, biphobia, and transphobia in sport and movement settings. Fifty-three percent of LGBTIQA+ young people have witnessed discrimination, and forty percent have experienced discrimination, mostly through verbal vilification. [1]

Intersectionality: There is a need for an intersectional approach to improving community sports participation to understand how attributes such as Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation, and other social attributes can create overlapping forms of discrimination and disadvantage.

Non-English-Speaking Backgrounds: People born in non-English speaking countries are less likely to participate in sport and physical recreation than those born in Australia, with women from non-English speaking backgrounds having the lowest levels of participation.

By addressing these barriers, the Policy aims to create a more inclusive and equitable environment for all members of the community to participate in sports.

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[1] https://changeourgame.vic.gov.au/State-of-Play Report_2023.pdf
[2]. https://www.ourwatch.org.au/sport/resources/promote-gender-equality-to-sports-leaders
[3]. https://www.vichealth.vic.gov.au/sites/default/files/2024-03/VH_Sport-participation-2015-22.pdf
[4]. Free_To_Exist_Report_2024_FINAL_RGB (proud2play.org.au)
[5]. https://www.sportaus.gov.au/integrity_in_sport/inclusive-sport/understanding-our-diverse-audiences/people-with-disability
[6] https://www.abs.gov.au/statistics/people/people-and-communities/perspectives-sport/latest-release

8. Scope and Limitations

The Fair Access Policy applies to:

- Leased sporting facilities, grounds and courts for athletics, bowls, tennis, hockey and croquet that are owned by Council (Appendix B).
- Seasonally allocated facilities and grounds for football, cricket, baseball and soccer that are owned by Council (Appendix B).
- Community Sporting Clubs who use facilities, grounds and courts managed by Council.
- Community Sporting Clubs who seek Council funding.

The Fair Access Policy does not apply to:

- Facilities, Grounds and Courts that are not managed by Council.
- Casual Hirers of sporting pavilions and grounds, including schools.
- Aquatic and Leisure Centres.



9. Appendix A – 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

Refers to a person's deeply held internal and individual feeling of gender, i.e. the inner sense of oneself as man, woman, masculine, feminine, neither, both, or moving around freely between or outside of the gender binary. A person may express their gender through behaviour, physical appearance for example through clothes, make up, gestures or voice, or through medical affirmation. These choices are highly personal and individual.

Gender diverse

An umbrella term for a range of genders expressed in different ways. Gender diverse people may use many terms to describe themselves. They might also identify as agender, bigender, genderfluid or another non-binary identity. Language in this area is dynamic, particularly among young people, who may be more likely to describe themselves as a gender other than what they were assigned at birth.

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.

Intersectionality

Refers to how different aspects of a person's identity can expose them to overlapping forms of discrimination and exclusion. It also recognises that individual characteristics which make up our identity do not exist independently and often intersect. For some people, this can create complex inequities.

Intersex

Intersex is an umbrella term used to describe a wide range of innate bodily variations of sex characteristics. Intersex people are born with physical sex characteristics (such as sexual anatomy, reproductive organs, hormonal patterns and/or chromosomal patterns) that do not fit typical definitions for male or female bodies. This can create risk of, or experiences of, stigma, discrimination and harm. Note: Intersex is distinct from gender and sexuality. Intersex people may be heterosexual or not, and, cisgender (identify with sex assigned at birth) or not.

LGBTIQA+

An acronym referring to Lesbian, Gay, Bisexual, Transgender and gender diverse, Queer and questioning, Intersex, and Asexual (as well as Aromantic and Agender) as an inclusive umbrella abbreviation to encompass a

range of diverse sexualities, genders and sex characteristics. The + represents other sexual identities and signifies inclusion and acceptance for all experiences.

Trans/Transgender

A person whose gender does not exclusively align with the sex they were assigned at birth.

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.

Universal Design Principles

Framework for designing buildings, products, and environments to be inherently accessible to all people, regardless of age, disability, or other factors. The goal is to create inclusive spaces that can be used by everyone to the greatest extent possible without the need for adaptation or specialized design.

Appendix B Community Sports Infrastructure

The Fair Access Policy applies to all current and future Banyule community sports facilities identified below.

Community Sports Infrastructure

- Pavilions including change and social facilities
- Sportsgrounds, Synthetic Pitches and Greens
- Coaches' boxes
- Sports Field Lighting
- Sports ground car parking and lighting

Ownership	Name of Facility	Suburb
Council	Anthony Beale Reserve Pavilion	St Helena
Council	Banyule Flats Reserve Pavilion & Oval	Viewbank
Leased	Banyule Tennis Pavilion	Heidelberg
Council	Beverley Road Reserve Pavilion & Oval	Heidelberg
Council	Binnak Park Pavilion & Oval	Bundoora
Leased	Bundoora Bowling Club	Bundoora
Council	Burke Road North Reserve Tennis Pavilion	Ivanhoe
Council	Cartledge Reserve Pavilion & Oval	Ivanhoe
Leased	Central Park Tennis Pavilion & Oval	Greensborough
Leased	Chelsworth Park North Pavilion & Oval	Ivanhoe
Leased	Chelsworth Park South Pavilion & Oval	Ivanhoe
Leased	Chelsworth Park Tennis Pavilion & Oval	Ivanhoe
Leased	Cyril Cummins Reserve Hockey Pavilion & Oval	Bellfield
Leased	Cyril Cummins Reserve Tennis Pavilion & Oval	Bellfield
Council	De Winton Park Pavilion) & Oval	Rosanna
Council	East Ivanhoe Bowling Pavilion	Ivanhoe East
Leased	Elder St Reserve Tennis Pavilion	Watsonia
Leased	Elder Street Reserve Baseball Pavilion	Watsonia
Council	Elder Street Reserve East Pavilion	Watsonia
Council	Ford Park Pavilion	Bellfield
Council	Glenauburn Park Pavilion	Lower Plenty
Leased	Greensborough Bowling Club Pavilion	Greensborough
Council	Greensborough College Sporting Pavilion	Greensborough
Council	Greensborough Park Pavilion	Greensborough
Leased	Greensborough Park Tennis Pavilion	Greensborough
Council	Greensborough War Memorial Park Pavilion	Greensborough
Council	Heidelberg Park Pavilion	Heidelberg

Ownership	Name of Facility	Suburb
Leased	Ivanhoe Bowling Pavilion	Ivanhoe
Leased	Ivanhoe East Bowling Club Pavilion	Ivanhoe East
Council	Ivanhoe Park Oval	Ivanhoe
Leased	Ivanhoe Park Croquet Pavilion	Ivanhoe East
Leased	Ivanhoe Public Golf Course Clubhouse	Ivanhoe
Leased	Ivanhoe Recreation Reserve Tennis Pavilion	Ivanhoe
Council	James Reserve Pavilion	Heidelberg Heights
Leased	Kalparrin Gardens Tennis Pavilion	Greensborough
Council	Loyola Reserve Pavilion	Bundoora
Council	Macleod Park Pavilion	Macleod
Leased	Macleod Park Tennis Pavilion & Oval	Macleod
Council	Malcolm Blair Reserve Baseball Pavilion	Greensborough
Council	Malcolm Blair Reserve Tennis Pavilion	Greensborough
Leased	Montmorency Bowling Club Pavilion	Montmorency
Council	Montmorency Park North Pavilion	Montmorency
Council	Montmorency Park South Pavilion	Montmorency
Leased	Montmorency Park Tennis Pavilion	Montmorency
Leased	N J Telfer Reserve Tennis Pavilion	Bundoora
Council	NJ Telfer Reserve Pavilion	Bundoora
Council	Olympic Ovals South Pavilion (Fred Howe Pavilion)	Heidelberg West
Council	Olympic Park Pavilion (Kelly Pavilion)	Heidelberg West
Council	Partington's Flat Reserve Pavilion	Greensborough
Council	Petrie Park Pavilion	Montmorency
Leased	Rosanna Bowling Club Pavilion	Rosanna
Leased	Rosanna Tennis Pavilion	Rosanna
Council	Seddon Reserve Pavilion & Oval	Ivanhoe
Council	Shelley Park Pavilion & Oval	Heidelberg Heights
Council	Simms Road Oval Pavilion & Oval	Greensborough
Council	Viewbank Reserve Pavilion & Oval	Viewbank
Leased	Viewbank Reserve Pavilion (Scout Hall)	Viewbank
Leased	Viewbank Reserve Tennis Pavilion & Oval	Viewbank
Council	Warringal Parklands Pavilion & Oval	Heidelberg
Council	Whatmough Park Pavilion & Oval	Greensborough
Council	Willinda Park Pavilion & Oval	Greensborough
Council	Yallambie Park Soccer Pavilion & Oval	Yallambie
Council	Yallambie Park Tennis Pavilion	Yallambie
Council	Yulong Reserve Baseball Pavilion	Bundoora

Ownership	Name of Facility	Suburb
Council	Yulong Reserve West Pavilion & Oval	Bundoora

Monitoring and Evaluation

Banyule City Council's Sport and Recreation Team is responsible for the administration and evaluation of the Fair Access Policy and the implementation of the Action Plan which identifies short, medium and long-term actions to achieve gender equity in sport and recreation.

A review of the Fair Access Policy and Action Plan will occur every two years. Council commits to monitoring processes, information sharing and decision making to understand the overall level of success in the Policy's implementation.

