

Fair Access Action Plan

2024 – 2028



Acknowledgement of Country

Mornington Peninsula Shire acknowledges the Bunurong people of the Kulin Nation, who have been the custodians of this land for many thousands of years and pays respect to their Elders past and present. We acknowledge that the land on which we live, work, and play is the place of age-old ceremonies, celebrations, initiation, and renewal; and that the Bunurong people's living culture continues to have a unique role in the life of this region.

We are committed to protecting the health and wellbeing of Aboriginal and Torres Strait Islander people, culturally and linguistically diverse community members, LGBTIQ+ and gender diverse community as well as priority population groups, including children, youth and over 55s.

Introduction

The Fair Access Policy Roadmap (FAPR) is a collaborative initiative led by the Office for Women in Sport and Recreation, in partnership with Sport and Recreation Victoria and VicHealth. Its primary goal is to break down barriers and enhance access to community sports facilities for women, girls, and other underrepresented groups, aligning with the Gender Equality Act 2020.

The FAPR outlines a three-phase approach: Education, Readiness, and Progress, to support local governments and sports organisations in creating gender-equitable access policies and action plans. This roadmap is designed to develop a state-wide foundation for gender equitable access to, and use of, community sports infrastructure.

From July 1, 2024, Councils must have implemented gender-equitable policies to qualify for Victorian Government funding programs supporting community sports infrastructure. This requirement ensures that women and girls can fully participate in all aspects of community sport, including as players, coaches, administrators, officials, volunteers, and spectators.

Background

The Shire is committed to providing inclusive sport opportunities that foster connections across generations, backgrounds, genders, identities, and abilities. In August 2023, we adopted the Sports Club Management Policy (SCMP), marking a significant step towards Fair Access. This policy ensures consistent, equitable, and transparent management of our sports facilities, making them accessible to the entire community. The SCMP was shaped by extensive community consultation, including surveys and focus groups with local sports clubs and leagues, providing valuable insights into barriers and opportunities for improving access to and use of community sport facilities, including for women, girls, and underrepresented groups.

Building on this momentum, in July 2024, we appointed a dedicated Women in Sport Participation Coordinator to deliver the Shire's Fair Access Project. This Action Plan complements our existing Sports Club Management Policy and Gender Equality Strategy 2020-2030, reinforcing our commitment to creating inclusive and equitable sporting environments that encourage active participation at all levels of community sport, with a specific focus on advancing gender equity.

Purpose

The Shire's Fair Access Action Plan 2024-2028 is a four-year initiative that aims to identify and dismantle systemic barriers that hinder access to community sport facilities for women (including cis, trans, and gender-diverse individuals), girls, and underrepresented groups. Year one of the plan will commence on July 1, 2024, marking the beginning of our efforts to assist our clubs to implement gender-equitable policies and practices. Over the next four years, we will focus on key areas such as participation, facility access, inclusive club cultures, governance, and community engagement, with ongoing evaluation and reporting to ensure progress towards our objectives. Our vision is to cultivate environments that are genuinely welcoming, inclusive, and equitable for everybody at all levels of community sport.

Key Focus Areas

Our Fair Access Action Plan focuses on the following areas to transform our community sport landscape, guide our actions, and foster a more inclusive sporting culture in our Shire:

- **Enhance participation and leadership:** Increase engagement of women, girls, and underrepresented groups across all levels of community sport, including as players, coaches, officials, administrators, and decision-makers.
- **Improve facility access and allocation:** Ensure equitable distribution and use of sports facilities, addressing physical, logistical, and scheduling barriers.
- **Foster inclusive club cultures:** Provide resources and training to sports clubs to create welcoming environments that support diversity in all roles and levels of involvement.
- **Diversify governance and decision-making:** Implement strategies to increase representation of women on boards, and in other leadership positions.
- **Strengthen community engagement and advocacy:** Establish ongoing consultation processes and partnerships to inform initiatives and build capacity for gender equity advocacy in sport.
- **Monitor progress and impact:** Implement a simple framework to measure and report on the effectiveness of our Fair Access Action Plan.

Fair Access Principles

The **Fair Access Principles**, collaboratively developed by the Office for Women in Sport and Recreation, Sport and Recreation Victoria, and VicHealth—alongside input from local government and state sport and recreation sector representatives—serve as the cornerstone of our approach to achieving equitable access in community sport. These principles provide a clear framework for fostering inclusivity, safety, and equality within sporting environments. The Shire is fully committed to embracing all six principles, which collectively aim to promote inclusivity, encourage full participation, ensure equal representation, and prioritize support for user groups dedicated to advancing gender equity. These guiding principles underpin our efforts to create a sports community that is accessible, diverse, and welcoming to everyone. Below are the **Fair Access Principles**:

Principle 1	Community sports infrastructure and environments are genuinely welcome, 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: 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 across various 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.

Evaluating Success

The Shire is committed to evaluating the progress and success of our Fair Access Action Plan in creating a more equitable sporting environment for our community. We will track progress across key areas, including infrastructure access, participation, inclusivity, and leadership representation.

Our commitment includes transparent reporting to the Office for Women in Sport and Recreation and local clubs. Key indicators of success include increased participation opportunities for women and girls, expanded pathways, and enhanced leadership opportunities. We will also monitor the number of clubs actively consulting with their female members, the establishment and growth of the "Peninsula Women in Sport Leadership Network," and the number of clubs qualifying for incentive-based discounts for demonstrating a commitment to gender equity. Regular feedback from clubs and the community will help us identify areas for improvement. The Shire will actively celebrate and promote achievements and milestones, sharing success stories to inspire ongoing progress towards greater gender equity in our local sports community.

Council Actions

Principle 1 - Community sports infrastructure and environments are genuinely welcoming, safe, and inclusive.

Actions to achieve progress	Indicator of Success (Outcome/Measure)	Responsibility	Timeframe
1.1 Follow best practice to plan and design new and upgraded community sport infrastructure to support gender equitable access utilising: • Universal Design Guidelines. • Female Friendly Sport Infrastructure Guidelines. • Crime Prevention Through Environmental Design Guidelines.	• 100% of capital works community sport infrastructure assets delivered (new and upgraded) have followed best practice guidelines and support safety and inclusion.	• Recreation & Open Space Planning • Peninsula Sport Development • Community Wellbeing	Ongoing
1.2 Undertake Equity Impact Assessments for all new and reviewed policies, programs and services relating to community sport infrastructure, that have a direct and significant impact on the public.	• 100% completion of eligible Equity Impact Assessments with recommendations utilised, in alignment with the Gender Equality Act 2020 legislation.	• Recreation & Open Space Planning • Universal Design Reference Group • Peninsula Sport Development • Community Wellbeing	Ongoing
1.3 Actively seek external funding opportunities for capital works projects that enhance and support gender equitable access to community sport infrastructure ensuring alignment with Council's strategic plans, policies, and relevant guidelines.	• Amount of external funding secured for gender equitable infrastructure projects annually. • 100% of total sports infrastructure capital works budget dedicated to gender equitable access projects annually.	• Recreation & Open Space Planning • Peninsula Sport Development	Ongoing
1.4 Support clubs to create welcoming, safe, and inclusive environments by providing: • Gender Equity Workshops. • Best Practice guidelines for inclusive operations. • Club self-assessment tools. • Assistance with Fair Access Action Plans.	• 25% of clubs represented at Gender Equity Workshops. • Release Sports Club User Guide and Best Practice Inclusive Guidelines to Clubs. • 15% of clubs completed a self-assessment. • 10% of clubs create an Action Plan.	• Peninsula Sport Development • Community Wellbeing • MPS Clubs/ Associations	Year 1 and 2

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	Indicator of Success (Outcome/Measure)	Responsibility	Timeframe
2.1 Deliver tailored Gender Equity Workshops for club committees to equip them with the knowledge and tools to create inclusive environments, address barriers for women and girls, and foster systemic cultural change.	• 2 x Gender Equity Workshops delivered annually. • 25% of clubs participate in workshops.	• Peninsula Sport Development • Community Wellbeing • MPS Clubs/ Associations	Year 1
2.2 Promote and celebrate women and girls in sport and active recreation across the Shire (e.g. 'This Girl Can' campaign, Get Active Victoria, 16 Days of Activism- Respect Round, International Women's Day).	• 40 submissions for "This Girl Can" competition. • At least 20 clubs submit "This Girl Can" participation opportunities. • At least 50% increase of clubs participating in "16 days of activism- Respect Round" per year.	• Peninsula Sport Development • Community Wellbeing • Communications • MPS Clubs/ Associations	Ongoing

Principle 3 - Women and girls will have equitable access to and use of community sport infrastructure.

- a. of the best available and most convenient times*
- 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 sport.*

Actions to achieve progress	Indicator of Success (Outcome/Measure)	Responsibility	Timeframe
3.1 Support clubs to consult with their women and girls- players, coaches, members, and parents to understand their needs and identify barriers to all levels of participation.	Survey template developed and provided to all clubs.	Peninsula Sport Development - MPS Clubs/ Associations	Year 2
3.2 Review the Sports Club Management Policy, with a focus on the Prioritization of Allocations Clause. Incorporate Fair Access principles.	- Policy reviewed and updated as needed. - Communication of the outcome to clubs.	Peninsula Sport Development	Year 3
3.3 Develop a Memorandum of Understanding (MOU) with local leagues to set out fair access guidelines for community sport facilities, ensuring: equitable competition times for women's and girls' teams and fair distribution of facilities.	4 MOUs developed and signed with local leagues	Peninsula Sport Development - MPS Associations - Local Leagues/ SSA's	Year 4
3.4 Keep clubs informed of grant opportunities to support new or modified programs that attract women and girls.	2 grant opportunities presented to clubs, related to new or modified programs for women and girls.	Peninsula Sport Development - MPS Clubs/ Associations	Ongoing

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

Actions to achieve progress	Indicator of Success (Outcome/Measure)	Responsibility	Timeframe
4.1 Establish, launch, and implement the "Peninsula Women in Sport Leadership Network" (PWSLN) to foster connections, a safe place, and professional development opportunities for women in leadership roles or those aspiring to such roles within local sports clubs.	• PWSL Network establishment. • 4 meetings held with year 1 cohort.	• Peninsula Sport Development • MPS Clubs/ Associations • Training provider/s	Year 2
4.2 Offer a tailored governance and leadership workshop for women aspiring to board positions.	• 1 workshop developed and delivered.	• Peninsula Sport Development • MPS Clubs/ Associations • Training provider/s	Year 2
4.3 Provide incentive-based discounts on license fees for Clubs who demonstrate a commitment to gender equity: Clubs with 40% or more of female Committee of Management will receive a 10% discount off fees.	• 10% of licenced clubs apply for this category of discount.	• Peninsula Sport Development • MPS Clubs/ Associations	Year 3 - 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.

Actions to achieve progress	Indicator of Success (Outcome/Measure)	Responsibility	Timeframe
5.1 Enhance and promote the MPS Gender Inclusive Sports Club Toolkit to improve accessibility and usability for sports clubs.	MPS Gender Inclusive Sports Club Toolkit released to clubs.	Peninsula Sport Development - Communications - MPS Clubs/ Associations	Year 1
5.2 Deliver targeted Gender Equity Workshops to support club committees in developing customized Fair Access Action Plans.	2 x Gender Equity workshop delivered annually. 25% of clubs participate in workshops. 10% of clubs create a customized Fair Access Action Plan.	Peninsula Sport Development - Community Well-being - Consultant - MPS Clubs/ Associations	Year 1 - 4
5.3 Showcase clubs that exemplify best practice in gender equity through recognition and promotion across various platforms.	Collect and publish 3 testimonials/case studies annually.	Peninsula Sport Development - Community Wellbeing - MPS Clubs/ Associations	Year 2 - 4

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.

Actions to achieve progress	Indicator of Success (Outcome/Measure)	Responsibility	Timeframe
6.1 Support clubs to register an account on the Game Plan platform to establish baseline gender-disaggregated data, using a staged implementation approach.	20% of Clubs register with Game Plan.	Peninsula Sport Development - MPS Clubs/ Associations	Year 2
6.2 Review and update incentive-based discounts to ensure alignment with evolving gender equity, diversity, and inclusion priorities, in conjunction with the Sports Club Management Policy review.	Incentive-based discount categories reviewed, and recommendations developed.	Peninsula Sport Development	Year 3