

# FAIR ACCESS IN SPORT POLICY ACTION PLAN

2024-2028



# Document Control

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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.

# Context

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The Fair Access in Sport Policy Action Plan (the Action Plan) will drive the implementation of the Fair Access in Sport Policy 2024-2028 that aims to foster inclusive participation in sport and address the specific barriers that women, girls, and gender-diverse bodies face, particularly in:

- **Accessing and using community sports facilities and infrastructure.**
- **Participating fully in all aspects of community sport.**

The Action Plan will be implemented by Council in partnership with community sporting organisations, leagues, peak sporting bodies, state sporting associations and other key stakeholders.

The Action Plan will be reviewed every two years and updated as required. Council will regularly report on progress towards actions in relevant Council reports.

The Action Plan aligns with the Fair Access Policy Principles. Principles of Banyule's Fair Access in Sport Policy are:

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

**2.** Women, girls and gender diverse bodies 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, language and cultural background.

**3.** Women, girls and gender diverse bodies 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 bodies will be equitably represented in leadership and governance roles.

**5.** Encourage and support all community sporting organisations to understand and adopt gender-equitable access and use practices.

**6.** Prioritise access, use and support to community sporting organisations who demonstrate an ongoing commitment to gender-equitable access and use of allocated community sports infrastructure.

# Fair Access in Sport Policy Action Plan 2024-2028

## 1. Welcoming, safe and inclusive community sports infrastructure

	Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
1.1	Conduct a Gender Impact Assessment (GIA) on all new and upgraded community sports infrastructure projects to enhance the playing experiences for women, girls, and gender-diverse bodies.	2024-2026	Sports, Recreation and Community Infrastructure	GIA recommendations incorporated into projects.
1.2	Review the existing audit of community sports infrastructure and the pipeline program of sporting capital projects to ensure the following: <ul style="list-style-type: none"> <li>Incorporation of universal design principles.</li> <li>Delivery of inclusive, accessible facilities that meet sporting code standards.</li> </ul>	2024 -2025	Sports, Recreation and Community Infrastructure City Assets	Completed audit and review with 10-year project identified in implementation.  Projects that support fair access are prioritised.
1.3	Review public lighting at sports facilities including access routes and surrounding areas to ensure environments are safe and welcoming.	2025-2026	Sports, Recreation and Community Infrastructure City Assets	Completed audit of sports lighting.
1.4	Review cleaning and maintenance processes in sporting pavilions to ensure they are regularly cleaned and well maintained.	2024 -2025	Sports, Recreation and Community Infrastructure	Customer satisfaction. Low level of CRM complaints.
1.5	Conduct a comprehensive review of the Sporting Facilities User Guide and Allocation Policy and Sporting Facilities Capital Works Policy every four years to ensure alignment with fair access principles.	2025-2026	Sports, Recreation and Community Infrastructure	Projects that support fair access are prioritised. Community sporting organisations are rewarded for initiatives that focus on gender equity.
1.6	Collaborate with Community Sporting Leagues and State Sporting Associations to engage players, coaches, and parents to understand the specific needs and preferences regarding training and competition schedules that are most convenient for women, girls, and gender-diverse bodies. Use these insights to advocate for and implement needed adjustments.	2025	Sports, Recreation and Community Infrastructure	Fair and Equitable access to training and competition schedules.
1.7	Continue to offer and develop incentives to community sporting organisations that demonstrate a strong commitment to gender equity and inclusion as outlined in the Sporting Facilities User Guide and Allocation Policy. These incentives can	2026-2028	Sports, Recreation and Community Infrastructure	Implementation and monitoring of Policy. Improved collection of data and evidence.

## 1. Welcoming, safe and inclusive community sports infrastructure

	Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
	include reduced fees, priority access to facilities, and recognition programs.			Increase in community sporting organisation initiatives.
1.8	Continue to scope and prepare designs for community sports infrastructure projects that meet the grant guidelines for the Victorian Government's Local Sports Infrastructure Fund.	Ongoing	Sports, Recreation and Community Infrastructure	Accessible facilities. Increased participation opportunities.
1.9	Identify demand and unmet needs for sports courts to support netball and basketball. Includes exploring partnership opportunities with schools.	2026-2028	Sports, Recreation and Community Infrastructure	Community sporting organisation needs are met. Opportunities and gaps identified.

## 2. Increase opportunities to participate in sport including as a player, coach, administrator, official and volunteer

	Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
2.1	Collaborate with community sporting organisations, commercial operators, and other providers to increase the availability of competitive and non-competitive inclusive sport and recreation activities. Schedule these activities and events during significant days.	2026-2028	Sports, Recreation and Community Infrastructure	Increase in number of inclusive non-competitive sport and recreation activities delivered.
2.2	Support community sporting organisations to develop introductory or come and try programs and activities to increase inclusive sports participation opportunities.	2025-2027	Sports, Recreation and Community Infrastructure	Increase in number of inclusive introductory programs.
2.3	Investigate the opportunity to develop an annual " <i>Banyule Women's Achievement in Sport</i> " acknowledgement program that promotes achievements as a player, administrator, volunteer, leadership role and coach or official.	2026-2028	Sports, Recreation and Community Infrastructure Sporting Leagues and Peak Bodies	Acknowledgement program delivered annually.
2.4	Assist at least three community sporting organisations in Banyule to participate in Proud2Play's <i>Rainbow Ready Club Program</i> or similar initiatives aimed at creating inclusive and supportive environments for LGBTIQ+ individuals.	2024-2025	Sports, Recreation and Community Infrastructure Community Impact Community Sporting Organisations	Increased capacity of community sporting organisations to support LGBTIQ+ participation.

## 2. Increase opportunities to participate in sport including as a player, coach, administrator, official and volunteer

2.5	Continue to deliver the <i>Abilities Unleashed Programs</i> that deliver come and try sport and recreation days to promote pathways for people with disability.	2024-2024	Sports, Recreation and Community Infrastructure Community Impact Community Sporting Organisations	Increased capacity of community sporting organisations to support people with disability. Increase in number of inclusive and accessible sport and recreation activities. Evidence of increase in participation of people with disability in community sporting organisations.
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## 3. Increase the capacity of community sporting organisations to support the participation of women, girls and gender diverse people.

	Actions to achieve progress	Timeframe	Responsibility	Indicator of Success
3.1	Offer training sessions, educational workshops, and access to resources for committees and volunteers, focusing on the development of gender impact assessments and gender equitable access and use policies. Provide practical tools and templates to facilitate these processes.	2024-2026	Sports, Recreation and Community Infrastructure Community Impact	Community Sporting Organisations participate in training and education opportunities.
3.2	Collaborate with key stakeholders and State Sporting Associations to develop and implement initiatives that address bullying, discrimination, harassment, and violence against women and gender diverse bodies in community sports environments. This includes creating awareness programs, providing support systems, and ensuring strict enforcement of anti-discrimination policies.	2025-2026	Sports, Recreation and Community Infrastructure  State Sporting Associations, Community Sporting organisations and Peak Bodies	Community Sporting Organisations have policies and processes in place.
3.3	Provide advice and training to community sport and recreation organisation members on creating an inclusive and welcoming environment that is culturally and psychologically safe.	2026-2027	Sporting Leagues Community Sporting Organisations	Evidence of training and inclusive and welcoming communications.
3.4	Require community sporting organisations to regularly share participation data with the Council, including a gender breakdown and representation of women, girls, and	2024-2028	Sports, Recreation and Community Infrastructure Sporting Leagues	Required data is provided.

### 3. Increase the capacity of community sporting organisations to support the participation of women, girls and gender diverse people.

	gender-diverse bodies. gender diverse people in various roles.		and Organisations.	
3.5	Share the stories and experiences of women, girls, and gender diverse bodies in various sport roles through the Banyule Club Chat online newsletter and other Council publications and social media channels to inspire and provide positive role modelling.	2025-2026	Sports, Recreation and Community Infrastructure	Regular stories posted and widely distributed.
3.6	Highlight local sporting organisations that demonstrate best practices and foster increased participation of women, girls, and gender-diverse bodies. Share their insights and successes through club development training, and promote them at events like the Volunteer Awards and Women in Sport Function.	2026-2027	Sports, Recreation and Community Infrastructure	Number of promotional stories in local media.
3.7	Partner with state sporting associations, peak bodies, and sporting organisations to provide targeted training and education programs aimed at encouraging and upskilling women, girls and gender diverse bodies for administration, management, and leadership roles in sport and recreation organisations and facilities.	2026-2027	Sports, Recreation and Community Infrastructure  State Sporting Associations, Clubs and Peak Bodies	Number of women, girls and gender diverse bodies in leadership and governance roles.
3.8	Ensure that events such as the <i>Women in Sport</i> Function feature a diverse range of speakers and participants in leadership roles, celebrating and profiling their achievements to inspire others.	Annually	Sports, Recreation and Community Infrastructure	Evidence of gender diversity in speakers.
3.9	Develop partnerships with La Trobe University and secondary schools to promote and support women in sport leadership, governance, and management. Collaborate with community sporting organisations to offer training, development, work experience, mentoring, and skill-building programs.	2025-2026	Sports, Recreation and Community Infrastructure	Partnerships developed.  Evidence of at least one initiative.
3.10	Update the selection criteria for Council's Community Grant Programs to prioritise community groups that actively address inequity and promote intersectional inclusion in sports. This includes supporting initiatives for diverse groups, such as First Nations people, people with disability, various age groups, sexual orientations, religions, languages, and cultural backgrounds.	2025	Community Grants Team	Increase in number of Council funded inclusion and gender equity programs in community sport.